



REPORT
ON
SURVEY OF LABOUR CONDITIONS
IN
COTTON TEXTILE FACTORIES
IN INDIA



LABOUR BUREAU
MINISTRY OF LABOUR AND EMPLOYMENT
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PREFACE

Industrial labour and its problems have been the subject of interest though varying in degree and extent, ever since India entered the Industrial field over a century ago. To-day this interest has shifted from prevention of exploitation of labour to providing a fair deal and opportunities for a fuller life to labour. The growing realisation of this approach to problems of labour in India, in the context of present day planned economic development of the country, is provided a sound base by the Surveys that reveal true conditions of labour.

The last detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee appointed by the Government of India in 1944. The years that followed witnessed far-reaching changes in the set-up of the country, its basic policies and national objectives. As a result, the long-term strategy for economic and industrial advance recognises the well-being of the working class as an essential factor in the overall stability and progress of the country. The adoption of this policy, in the changed circumstances of the country, has brought about a new awakening in the ranks of labour and afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to appraise their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan and its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 Industries. This report presents data regarding cotton textile factories covered under the scheme during 1960-61.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, seeks to fill the gap in the statistics of labour turnover and absenteeism in the factory industries and provides first-hand information on certain important aspects of labour-management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data the effort has been to reduce the information into quantitative terms so as to serve as a benchmark for purpose of evaluation of change at a future date. Recourse to general description has been reported to only where the other type of treatment was not possible.

In a survey of this magnitude it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the managements and the Bureau is deeply indebted to them for their whole-hearted co-operation. The co-operation and valuable assistance received

from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

The debt of gratitude that I owe to the Central Statistical Organisation and the Chief Adviser of Factories for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the schedule and instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A., Social Survey Division, Ministry of Labour and Social Service, U.K., Economics and Research Bureau, Department of Labour, Canada and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting this Survey and bringing out the reports on individual industries was ably borne by Shri B.N. Srivastava, Deputy Director, whose experience and application came into full play in this assignment. On various statistical problems arising out of the Survey, the requisite technical advice was provided by other officers at Headquarters.

In the drafting of this report he received valuable assistance from Shri K. Lakshminarayanan, Research Officer. Sarvashri Krishan Kumar Sharma, Ashok Kumar Minocha and Punnu Ram Sharma Computers, assisted on Computation of data. The field investigations were carried out by Sarvashri S.L. Khanna, P.R. Madhavan, Mahesh Chandra, K.C. Sharma, N.K. Basu, S.S. Kaul, R.K. Pillay, Prem Chand Agarwal, R.C. Malhotra; A.S. Joseph, B. Raghavan, R.L. Bembey, N.D. Puri, H.G. Tehri, Kirpal Singh, S. Roy, R.K. Kapoor and G. R. Gupta under the supervision of Sarvashri K. Lakshminarayanan, G.B. Singh, H.G. Gupta, H.K. Gogna, Harbans Singh and R.N. Mukherjee. To these all my thanks are due.

The views expressed in this report are not those of the Ministry of Labour and Employment, Government of India.

LABOUR BUREAU, SIMLA

Dated the 13th May, 1965

K.C. SEAL

Director

CHAPTER 1

INTRODUCTION

The origin of the Cotton Textile Industry of India can be traced to times immemorial. Right from the dawn of civilisation India has been known for the fine hand-woven textiles and her products found their way to all the corners of the civilised world. Her fine calicoes and exquisite muslins are said to have found favour with the elite of the Egyptian and Roman society in earlier centuries and, today, India clothes millions around the globe.

The development of the industry, as a factory industry, was only during the middle of the nineteenth century when the first cotton mill was started in 1851 in Bombay. The industry has made rapid progress since then and to-day it is the biggest organised industry of the country. Indian textile industry ranks third in the world from the point of view of total number of spindles and fourth on the basis of the number of looms installed. Thus, it is one of the largest in the world and ranks as the second biggest exporter of cotton textiles to world markets.*

The following Statement shows the number of cotton textile factories in the country since 1945.

STATEMENT 1·1

Number of Cotton Textile Factories and Average Number of Workers Employed Therein

Year							Number of factories	Number of workers employed
(1)							(2)	(3)
1945	..	..	..	..	..	..	869	6,57,774
1947	..	..	..	..	..	..	1,083	7,76,283
1951	..	..	..	..	..	..	1,753	6,85,182
1956	..	..	..	..	..	..	1,605	8,22,308
1957	..	..	..	..	..	..	1,617	8,41,008
1958	..	..	..	..	..	..	1,849	8,03,331
1959	..	..	..	..	..	..	1,884	8,05,581
1960	..	..	..	..	..	..	1,890	7,90,203
1961	..	..	..	..	..	..	1,936	8,25,742

(Source—Indian Labour Year Book and Indian Labour Statistics).

The above statistics, which relate to all factories registered under the Factories Act irrespective of whether they are mills, hand loom or power loom units, show that there has been gradual expansion of the industry particularly after Independence.

1.1 Location of the Industry

The cotton textile factories are scattered throughout the country although the mill sector is concentrated in a few centres, the most important of which are Bombay City and its Suburbs, Ahmedabad, Coimbatore, Kanpur, Calcutta, Indore and Delhi. The following Statement 1.2 shows the distribution of the Cotton textile factories in the different States.

STATEMENT 1.2
Number of factories and Average Daily Employment Therein—1961

State						Number of factories	Average number of workers employed
(1)						(2)	(3)
1. Andhra Pradesh						43	12,251
2. Assam						2	145
3. Bihar						10	2,225
4. Gujarat						277	1,82,901
5. Kerala						269	15,584
6. Madhya Pradesh						28	45,681
7. Madras						246	1,06,564
8. Maharashtra						600	2,82,791
9. Mysore						76	24,353
10. Orissa						11	5,163
11. Punjab						204	10,872
12. Rajasthan						22	9,806
13. Uttar Pradesh						62	62,208
14. West Bengal						71	48,074
15. Delhi						15	17,124
Total ..						1,936	8,25,742

(Source : Indian Labour Statistics).

1.2 Genesis of the Survey

The first comprehensive survey of conditions of labour in various industries in India on a country-wide basis was conducted by the Royal Commission on Labour during 1929—31. The report and findings formed the basis of various ameliorative measures. After a lapse of over a decade, *i.e.*, in 1944, the Government of India appointed another Committee, *viz.*, the Labour Investigation Committee, to enquire into the conditions of labour in all important industries. The Committee conducted detailed investigation in 38 industries, including the Cotton Mill Industry, during 1944-45 and, besides a main report on labour conditions in general, published individual reports in respect of various industries. These reports provided valuable material for the formulation of labour policy. The years that followed witnessed many changes of far reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were introduced for promoting welfare and social security of workers. The setting up of the adjudication machinery also led to improvement in conditions of work and wages in various industries. Above all, the attainment of Independence by the country gave a

new status to the working classes. In view of these developments, the Ministry of Labour and Employment as well as the Planning Commission considered it necessary that a fresh comprehensive survey of labour conditions in various industries should be conducted so that it may be possible to assess the effects of the various measures and obtain a precise picture of the existing conditions and problems of labour for purposes of deciding future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with the execution of the scheme.

1.3 Scope and Design

A note* appended to the report gives details relating to the sample design and method of estimation adopted. The Survey was confined to establishments registered under the Factories Act, 1948 and covered all the three sectors, viz., mills, hand loom and power loom units. For purposes of the Survey, the country was divided into 12 regional strata (called as 'centres' in the subsequent chapters) on the basis of the concentration of the industry and these were (1) Ahmedabad, (2) Ajmer and Jaipur, (3) Bangalore, (4) Bombay City and its Suburbs, (5) Coimbatore, (6) Indore, (7) Howrah and Calcutta, (8) Kanpur, (9) Madurai and Ramanathapuram, (10) Nagpur, (11) Sholapur, and (12) the Residual Group consisting of all scattered factories all over the country.

Earlier investigations had indicated existence of wide variations in conditions of work, standards of welfare amenities, etc., in establishments of different size groups in various industries. It was, therefore, considered desirable to give the representation to establishments of different sizes. In the light of the resources available and from the point of practicability it was decided that for purposes of the Survey cotton textile factories may be divided into two size groups—large and small. For this purpose, the stratification point used for the Occupational Wage Survey conducted by the Bureau in 1958-59 was utilised. The point used for the Occupational Wage Survey was arrived at on the basis of a study of optimum allocation and was very near the average employment size of establishments in various centres. It was felt that a sample of 25 per cent. in the case of large and 12.5 per cent. in the case of small factories would yield reliable results. However, the experience of earlier surveys was that in view of time-lag between the period to which the frame related and the period, when the survey was conducted quite a large number of factories were found to be closed or to have changed their line of production when they were visited, thus leading to a shrinkage of the sample size. To guard against this contingency the sample size was suitably enlarged on the basis of earlier experience and studies of closures from frames relating to certain successive years. Thus the sampling fraction which was ultimately adopted was 33.3 per cent. for the large size factories in Coimbatore, Madurai and Ramanathapuram, Bombay City and its Suburbs, Sholapur, Nagpur, Kanpur, and the Residual Group, and 25 per cent. in the rest of the centres, viz., Howrah and Calcutta, Bangalore, Ahmedabad, Indore, Ajmer and Jaipur. As regards small size factories, the sampling fraction was cent per cent. in Indore, Ajmer, Jaipur 25 per cent. and Bombay City and its Suburbs, and Madurai and Ramanathapuram, 20 per cent.

*See Appendix I.

in Howrah and Calcutta, Kanpur, Ahmedabad and Sholapur, 16·7 per cent. in Coimbatore, Nagpur, and the Residual Group and 12·5 per cent. in Bangalore. The following Statement 1·3 shows the number of cotton textile factories together with the number of workers employed therein (a) in the frame, (b) in samples, and (c) actually covered —

STATEMENT 1·3

Number of Cotton Textile Factories and Workers Employed Therein in the Frame and as covered by the Survey

Centre	In the frame (1958)*		In the sample selected		In the sample actually covered	
	Number of factories	Number of workers	Number of factories	Number of workers	Number of factories	Number of workers
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	141	1,34,678	31	31,757	27 (19·15)	37,677 (23·52)
2. Ajmer and Jaipur ..	6	5,602	3	2,569	2 (33·33)	2,528 (45·13)
3. Bangalore ..	37	14,741	6	3,829	4 (10·81)	3,067 (20·81)
4. Bombay City and its Suburbs ..	236	2,08,009	65	64,393	43 (18·22)	60,904 (29·28)
5. Coimbatore ..	110	42,006	25	12,397	25 (22·73)	12,397 (29·51)
6. Howrah and Calcutta	45	31,301	11	11,691	7 (15·56)	10,922 (34·89)
7. Indore	7	21,564	3	6,453	3 (42·86)	6,453 (29·92)
8. Kanpur	13	35,403	5	10,061	5 (38·46)	10,061 (28·42)
9. Madurai and Rama- nathapuram ..	40	22,333	13	4,697	13 (32·50)	4,697 (21·03)
10. Nagpur	14	13,615	4	3,184	4 (28·57)	3,184 (23·39)
11. Sholapur	115	20,410	25	6,929	25 (21·74)	6,929 (33·95)
12. Residual	997	253,945	194	82,237	139 (13·94)	73,381 (28·90)
13. All India	1,761	8,03,607	385	2,40,197	297 (16·87)	2,26,200 (28·15)

*The list of registered factories utilised for drawing samples in the case of Mysore and Madhya Pradesh States related to 1957 and hence the number of factories and total employment given here does not tally with the figures given in Statement 1·1.

NOTE—Figures within brackets in Cols. 6 and 7 are percentages to total number of factories and workers as given in Cols. 2 and 3 respectively.

From the figures given in the Statement 1·3 it would be seen that the Survey ultimately covered nearly 17 per cent. of the cotton textile factories and about 28 per cent. of the workers employed therein. Since only those factories came in the sample as featured in the frame and it was not possible

to take account of new factories which came into being during the period of the Survey, the information in this report should be treated to relate to conditions in the factories which were in existence during the period to which the frame relates (*i.e.*, generally 1958), and which continued to exist at the time of the Survey.

The data were collected by personal visits of the field staff of the Bureau. With a view to testing the schedule* and instructions prepared for Survey as also to impart training to the field staff a pilot enquiry was conducted in September -October 1959. On the basis of the experience of this enquiry the schedule and instructions were suitably revised. The main field enquiry was launched late in December, 1959 and completed in June 1961. Since the enquiry in essence was during 1960 and 1961 the data, except where specifically mentioned, should be treated to relate to this period.

*The schedule used for the Survey has been given as Appendix II in the Report on Survey of Labour Conditions in Silk Factories in India.

CHAPTER II

EMPLOYMENT

Judged from the number of persons employed, Cotton Textile Industry ranks amongst the top most manufacturing industries of the country. Despite stiff competition from various countries, the industry has continued to grow as is evident from the fact that whereas at the time of the enquiry of the Labour Investigation Committee, i.e., in 1945 the total number of persons employed in cotton textile factories registered under the Factories Act was nearly 6.58 lakhs, in 1961 it provided direct employment to 8.26 lakh persons. According to the statistics on labour published periodically by the Textile Commissioner to the Government of India, the average number of workers on roll, including general staff and *badlies*, in the mill sector of the industry alone increased from 7.92 lakhs in 1949 to 8.95 lakhs in 1960. No precise details as to the total employment of the hand loom and power loom units are available, but on the basis of the results of the Survey, the entire industry (i.e., the mill sector, power loom and hand loom units which come under the purview of the Factories Act) provides employment to about 10 lakhs of workers in the country. The data on employment collected during the course of the Survey are discussed in the following paragraphs.

With a view to maintaining comparability as well as uniformity of the statistics obtained from the different establishments, data pertaining to employment were collected for a fixed date, i.e., 31st December, 1959. The results of the Survey show that on this date the total estimated employment strength of the factories registered under the Factories Act, 1948 was 10.10 lakhs in the entire country. This estimate does not tally with the statistics of the Factories Act for the year 1959 largely due to the fact that it relates to the number of persons on roll at a fixed point of time whereas the figures of the Factories Act represent average daily employment during the entire year. Moreover, the estimate does not relate to the entire universe of cotton textile factories in 1958 and is subject to certain limitations as mentioned in Chapter I. Furthermore, the estimate given includes employees not deemed to be covered under the Factories Act by the managements. The Survey results show that such employees numbered over 14 thousand i.e., 1.41 per cent. of the total estimated labour force on 31st December, 1959. According to statistics of employment published by the office of the Textile Commissioner, the average number of persons on roll in the mill sector of the Cotton Textile Industry in 1959 was 8.85 lakhs. Considering the fact that the above figures relate to only mill sector and do not include persons employed in the power loom and hand loom units which are registered under the Factories Act, it would appear that the estimates derived on the basis of the data collected during the Survey broadly tally with the statistics of the Textile Commissioner.

2.1 *Composition of the Working Force*

2.1.1 *Distribution by Broad Occupational Groups*

For purposes of the Survey, the classification of occupations was based on the 'International Standard Classification of Occupations' as adopted by

the International Labour Office. These were as follows :

- (a) Professional, Technical and Related Personnel.
- (b) Administrative, Executive and Managerial Personnel.
- (c) Clerical and Related Personnel (including Supervisory).
- (d) Production and Related Workers (including Supervisory).
- (e) Watch and Ward and Other Services.

The following Statement 2.1 gives the estimated number of employees by broad occupational groups in cotton textile factories.

STATEMENT 2.1

*Distribution of Workers by Broad Occupational Groups in Cotton Textile Industry
(December 1959)*

Centre	Profes- sional, Technical and Related Personnel	Adminis- trative, Execu- tive and Mana- gerial Personnel	Clerical and Related Personnel (including (supervi- sory)	Produc- tion and Related Workers (including (supervi- sory)	Watch and Ward and Other Services	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	3,184 (1.8)	360 (0.2)	6,649 (3.9)	1,59,295 (92.1)	3,505 (2.0)	1,72,993 (100.0)
2. Ajmer and Jaipur ..	26 (0.4)	4 (0.1)	164 (2.5)	6,253 (95.1)	125 (1.9)	6,572 (100.0)
3. Bangalore ..	73 (0.9)	13 (0.2)	219 (2.8)	7,229 (92.7)	266 (3.4)	7,800 (100.0)
4. Bombay City and its Suburbs ..	3,824 (1.5)	247 (0.1)	11,016 (4.2)	2,38,778 (91.4)	7,338 (2.8)	2,61,203 (100.0)
5. Coimbatore ..	282 (0.5)	128 (0.2)	1,502 (2.8)	48,722 (89.8)	3,609 (6.7)	54,243 (100.0)
6. Howrah and Calcutta	420 (1.0)	97 (0.2)	979 (2.4)	38,861 (93.8)	1,096 (2.6)	41,453 (100.0)
7. Indore ..	187 (0.8)	37 (0.1)	951 (4.0)	22,098 (92.2)	688 (2.9)	23,961 (100.0)
8. Kanpur ..	643 (1.5)	105 (0.2)	1,348 (3.1)	40,673 (92.5)	1,192 (2.7)	43,961 (100.0)
9. Madurai and Rama- nathapuram ..	448 (1.3)	112 (0.3)	1,664 (4.6)	27,743 (77.2)	5,980 (16.6)	35,947 (100.0)
10. Nagpur ..	* (3.4)	* (3.4)	498 (96.4)	14,266 (96.4)	27 (0.2)	14,791 (100.0)
11. Sholapur ..	314 (0.8)	14 (0.0)	1,327 (3.6)	33,976 (90.9)	1,752 (4.7)	37,383 (100.0)
12. Residual ..	3,102 (1.0)	645 (0.2)	10,455 (3.4)	2,85,894 (92.4)	9,383 (3.0)	3,09,479 (100.0)
13. All India ..	12,503 (1.2)	1,762 (0.2)	36,772 (3.6)	9,23,788 (91.5)	34,961 (3.5)	10,09,786 (100.0)

NOTE—Information relates to persons covered as well as not covered under the Factories Act, 1948.

*In this centre none of the small size establishments had such employees. Large factories which were in the sample belonged to a group of mills having a common pool of such employees.

From the point of view of number of persons employed, Bombay City and its Suburbs, was the first among the individual pockets of concentration accounting for nearly 2·6 lakhs of workers or 25·9 per cent. of the total number of employees in the entire industry. Ahmedabad was next in the order with nearly 1·73 lakhs (17·1%), followed by Coimbatore with 0·54 lakhs. The Residual Group accounted for about 3·1 lakhs or 30·6 per cent. of the total labour force in the industry as a whole.

Statistics of employees by broad occupational groups show that in the country as a whole production and related workers constituted the bulk accounting for as much as 91·5 per cent. of the total labour force in the industry. The percentage of production workers varied from 77 in Madurai and Ramanathapuram to 96 in Nagpur. As regards other groups, 'Clerical and Related Personnel (including Supervisory)' accounted for 3·6 per cent., followed by 'Watch and Ward and Other Services' (3·5%). The employees falling under the category 'Professional, Technical and Related Personnel' constituted only 1·2 per cent. of the entire working force, while 'Administrative, Executive and Managerial Personnel' accounted for only a negligible proportion of the total.

Although 'Watch and Ward and Other Services' constituted only 3·5 per cent. of the total employees in the country as a whole, the percentage of this category was as high as 16·6 in Madurai and Ramanathapuram. It was, however, observed that almost 89 per cent. of them were not covered under the Factories Act. Barring such exceptional cases, it would appear that the distribution of workers among various main occupational groups was more or less the same in different centres.

2·1·2 Distribution by 'Covered' and 'Not-Covered' Under the Factories Act

The Factories Act, defines 'worker' as "a person employed, directly or through any agency whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to or connected with the manufacturing process, or the subject of manufacturing.....". It was observed during the course of the Survey that the interpretation of the definition differed not only among managements but also Factory Inspectorates and this accounts for certain proportion of employees in almost all the groups to be reported as not covered under the provisions of the Act. It is estimated that in the country as a whole, such employees were about 14 thousand. Of these, the group "Watch and Ward and Other Services" alone accounted for 63·9 per cent., 'Clerical and Related Personnel' 22·0 per cent., 'Administrative, Executive and Managerial Personnel' 4·4 per cent., while the percentage of 'Professional, Technical and Related Personnel' was 9·7. In none of the factories surveyed any production worker was excluded from the scope of the Factories Act. The following Statement 2·2 shows the existing variation in the different centres in the cotton textile industry.

STATEMENT 2·2

*Estimated Number of Persons Covered and Not Covered under the Factories Act
(December 1959)*

Centre	Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Personnel (including Supervisory)	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	2,850 (89·5)	334 (10·5)	182 (50·6)	178 (49·4)	5,611 (84·4)	1,038 (15·6)
2. Ajmer and Jaipur ..	26 (100·0)	..	4 (100·0)	..	164 (100·0)	..
3. Bangalore .. —	2 (2·7)	71 (97·3)	—	13 (100·0)	219 (100·0)	..
4. Bombay City and its Suburbs	3,735 (97·7)	89 (2·3)	206 (83·4)	41 (16·6)	11,016 (100·0)	..
5. Coimbatore	267 (94·7)	15 (5·3)	107 (83·6)	21 (16·4)	1,341 (89·3)	161 (10·7)
6. Howrah and Calcutta	396 (94·3)	24 (5·7)	87 (89·7)	10 (10·3)	979 (100·0)	..
7. Indore	184 (98·4)	3 (1·6)	34 (91·9)	3 (8·1)	944 (99·3)	7 (0·7)
8. Kanpur — —	413 (64·2)	230 (35·8)	50 (47·6)	55 (52·8)	1,327 (98·4)	21 (1·6)
9. Madurai and Ramana- thapuram	283 (63·2)	165 (36·8)	55 (49·1)	57 (50·9)	855 (51·4)	809 (48·6)
10. Nagpur — —	..	..	..	..	498 (100·0)	..
11. Sholapur — —	314 (100·0)	..	14 (100·0)	..	1,327 (100·0)	..
12. Residual — —	2,645 (85·3)	457 (14·7)	400 (62·0)	245 (38·0)	9,342 (89·4)	1,113 (10·6)
13. All India	11,115 (88·9)	1,388 (11·1)	1,139 (64·6)	623 (35·4)	33,623 (91·4)	3,149 (8·6)

NOTE—Figures within brackets are percentages to the totals of the respective groups.

STATEMENT 2·2—*contd.*

Centre	Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
	Covered	Not Covered	Covered	Not Covered	Covered	Not Covered
	(8)	(9)	(10)	(11)	(12)	(13)
1. Ahmedabad	1,59,295 (100·0)	..	3,257 (92·9)	248 (7·1)	1,71,195 (99·0)	1,798 (1·0)
2. Ajmer and Jaipur ..	6,253 (100·0)	..	125 (100·0)	..	6,572 (100·0)	—
3. Bangalore	7,229 (100·0)	..	156 (58·6)	110 (41·4)	7,606 (97·5)	194 (2·5)
4. Bombay City and its Suburbs	2,38,778 (100·0)	..	7,338 (100·0)	..	2,61,073 (100·0)	130 (0·0)
5. Coimbatore	48,722 (100·0)	..	2,694 (74·6)	915 (25·4)	53,131 (98·0)	1,112 (2·0)
6. Howrah and Calcutta	38,861 (100·0)	..	1,014 (92·5)	82 (7·5)	41,337 (99·7)	116 (0·3)
7. Indore	22,098 (100·0)	..	681 (99·0)	7 (1·0)	23,941 (99·9)	20 (0·1)
8. Kanpur	40,673 (100·0)	..	859 (72·1)	333 (27·9)	43,322 (98·61)	639 (1·4)
9. Madurai and Ramana- thapuram	27,743 (100·0)	..	679 (11·4)	5,301 (88·6)	29,615 (82·4)	6,332 (17·6)
10. Nagpur	14,266 (100·0)	..	27 (100·0)	..	14,791 (100·0)	..
11. Sholapur	33,976 (100·0)	..	1,086 (62·0)	666 (38·0)	36,717 (98·2)	666 (1·8)
12. Residual	2,85,894 (100·0)	..	7,918 (84·4)	1,465 (15·6)	3,06,199 (98·9)	3,280 (1·1)
13. All India	9,23,788 (100·0)	..	25,834 (73·9)	9,127 (26·1)	9,95,499 (98·6)	14,287 (1·4)

There were no workers in Ajmer, and Jaipur and Nagpur who were deemed to be 'not covered' under the Factories Act. On the other hand, in Madurai and Ramanathapuram centre, the proportion of workers 'not covered' under the Act was as high as 17·6 per cent. of the total working force in that centre. This is mainly due to large number of persons in the category 'Watch and Ward and Other Services' who were treated as 'not covered' under the Act by the managements. Such a situation was apparently due to the fact that in some of the units in the above centre, there were significant number of persons who were engaged for work connected with building and construction and as such were treated as being outside the purview of the Act.

2.2 Employment of Women

The following Statement 2.3 gives the relative employment strength of men, women and children in the Cotton Textile Industry as revealed by the present Survey in the different centres.

STATEMENT 2.3

Estimated Proportion of Men, Women and Children in the Working Force (December 1959)

Centre			Estimated number of workers employed			
			Men	Women	Children	Total
(1)			(2)	(3)	(4)	(5)
1. Ahmedabad	..	..	1,66,772 (96.4)	6,216 (3.6)	5 (*)	1,72,993
2. Ajmer and Jaipur	..	..	6,208 (94.5)	364 (5.5)	..	6,572
3. Bangalore	..	..	6,345 (81.4)	1,455 (18.6)	..	7,800
4. Bombay City and its Suburbs	..	..	2,47,543 (94.8)	13,660 (5.2)	—	2,61,203
5. Coimbatore	..	..	42,475 (78.3)	11,614 (21.4)	154 (0.3)	54,243
6. Howrah and Calcutta	..	..	40,796 (98.4)	657 (1.6)	—	41,453
7. Indore	..	..	22,933 (95.7)	1,028 (4.3)	—	23,961
8. Kanpur	..	..	43,883 (99.8)	78 (0.2)	—	43,961
9. Madurai and Ramarathapuram	..	..	33,157 (92.2)	2,790 (7.8)	—	35,947
10. Nagpur	..	..	13,079 (88.4)	1,712 (11.6)	—	14,791
11. Sholapur	..	..	33,129 (88.6)	4,212 (11.3)	42 (0.1)	37,383
12. Residual	..	..	2,82,959 (91.4)	26,506 (8.8)	14 (*)	3,09,479
13. All India	..	..	9,39,279 (93.0)	70,292 (7.0)	215 (*)	10,09,786

*Indicates that the percentage is less than 0.05.

NOTE.—Figures shown in brackets are percentages to Col. (5).

It will be observed from the above Statement 2.3 that the working force predominantly consisted of men accounting for as much as 93 per cent. and women formed only 7 per cent. of the total working force. The Labour Investigation Committee had estimated that in 1944-45 women constituted 11 per cent. of the total labour force. It would thus appear that there has been a decline in the proportion of women since then.

The percentage of women workers to the total was the highest (21·4%) in Coimbatore in South India and it was the lowest in Kanpur (0·2) thereby indicating that the working force continues to have a more or less the same composition in different centres as observed by the Labour Investigation Committee, i.e., higher proportion of women workers in South India. Next to Coimbatore centre, employment of women was somewhat significant in Bangalore (18·6%), Nagpur (11·6%) and Sholapur (11·3%) The managements did not give any special reasons for the higher proportion of women workers in these centres excepting that it has been the practice to employ women. It appears that there is now not much of fresh recruitment of women. Most of the women in employ were old hands. Though in volume the employment of women varied considerably from centre to centre in extent the variation was not as great. For instance, the percentage of women to total labour force varied from less than even one per cent. in Kanpur to 21 per cent. in Coimbatore. However, in all the centres women were found to be employed in at least one out of every three factories. The following Statement 2·4 gives the centre-wise details. It will be noticed that in the country as a whole nearly 54 per cent. of cotton textile factories employed women.

STATEMENT 2·4

Proportion of Cotton Textile Factories Employing Women in December 1959

Centre						Estimated total number of factories*	Estimated percentage of factories employing women
(1)						(2)	(3)
1.	Ahmedabad	..	..	..	..	111	73·1
2.	Ajmer and Jaipur	..	..	..	..	4	100·0
3.	Bangalore	..	..	..	..	16	100·0
4.	Bombay City and its Suburbs	..	..	..	..	189	43·4
5.	Coimbatore	..	..	..	..	99	79·8
6.	Howrah and Calcutta	..	..	..	..	35	34·3
7.	Indore	..	..	..	..	7	85·7
8.	Kanpur	..	..	..	..	13	61·5
9.	Madurai and Ramanathapuram	..	..	..	..	35	54·6
10.	Nagpur	..	..	..	..	13	38·5
11.	Sholapur	..	..	..	..	84	95·9
12.	Residual	..	..	..	..	795	45·0
13.	All India	..	..	..	..	1,101	53·6

*The figure differs from statement 1·3 for reasons given on page 5.

Almost 95 per cent. of women employed in the entire industry were engaged on production and related processes and 4·2 per cent. were in the group "Watch and Ward and Other Services" and employed for such jobs as creche attendants, sweepers etc. Only a negligible proportion† were in other groups. The following Statement 2·5 gives the distribution of women workers in the different groups.

STATEMENT 2.5

Distribution of Women by Broad Occupational Groups (December, 1959)

Centre	Estimated number of women workers	Estimated percentage distribution by Occupational Groups				
		Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Personnel (including supervisory)	Production and Related Workers (including supervisory)	Watch and Ward and Other Service
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	6,216	0.7	..	2.6	94.4	2.3
2. Ajmer and Jaipur ..	364	1.1	..	..	98.9	..
3. Bangalore ..	1,455	0.1	..	..	99.0	0.9
4. Bombay City and its Suburbs ..	13,660	0.6	..	0.1	97.6	1.7
5. Coimbatore ..	11,614	0.3	..	0.2	93.8	5.7
6. Howrah and Calcutta	657	0.5	..	..	93.9	5.6
7. Indore ..	1,028	1.0	..	..	98.0	1.0
8. Kanpur ..	78	12.8	..	..	74.4	12.8
9. Madurai and Ramanathapuram ..	2,790	0.5	..	0.3	71.7	27.5
10. Nagpur ..	1,712	..	..	..	100.0	..
11. Sholapur ..	4,212	0.2	..	0.1	84.9	14.8
12. Residual ..	26,506	0.3	*	..	98.0	1.7
13. All India ..	70,292	0.4	*	3.3	95.1	4.2

*Indicates that the percentage was less than 0.05.

There was a wide variety of jobs on which women were employed in the production processes but most important among these occupations were reeling and winding. It is estimated that nearly 50 per cent. of women in the industry were employed in Reeling Departments and in fact these departments were predominantly manned by women. The data collected would show that nearly 84 per cent. of the working force in Reeling Departments comprised of women. Winding was the next important occupation in which nearly 26 per cent. of women in the industry were engaged. It is estimated that women constituted nearly 55 per cent. of the total workers engaged on winding. The other occupations in which a fair proportion of women was employed were spinning (6.0%), waste sorting (5.5%) and weaving (2.6%). In the Residual Group of factories, which accounts for nearly 38 per cent. of total women in the industry, about 59 per cent. of women were employed for reeling, 18 per cent. for winding, 7 per cent. for waste sorting and 6 per cent. on spinning. In Bombay City and its Suburbs, where nearly one-fifth of the total women in the industry were employed, about 50 per cent. worked in Winding Departments, 29 per cent. in Reeling Departments and roughly 8 per cent. in Waste Sections. Almost all (i.e., 93 %) women in Coimbatore, which accounts for approximately 17 per cent. of the total women workers in the industry were employed as reelers.

2.3 Child Labour

The Labour Investigation Committee reported in their findings on the cotton textile industry that 'there is little employment of child labour in the industry although it is somewhat in evidence in the South.....'. From the statistics given in Statement 2.3 it is evident that at the time of the present Survey also employment of children in the cotton textile industry was almost insignificant. The practice of employing children was noticed only in small factories in Coimbatore, Sholapur and to a lesser extent in the Residual Group and Ahmedabad. About 72 per cent. of the total children engaged in the industry were found to be employed in Coimbatore, 19 per cent. in Sholapur and the rest (9%) were in factories in the Residual Group and Ahmedabad.

With the exception of Coimbatore, everywhere children were employed on certain production processes, mostly joining of threads in the Winding Department. In Coimbatore, they were engaged in jobs connected with building and construction and were not treated to be covered under the Factories Act.

2.4 Time and Piece-rated Workers

Both the systems of payment, i.e., time rate as well as piece rate, were prevalent in the industry. Nearly 59 per cent. of the production workers were time-rated, and 41 per cent. were piece-rated. The following Statement 2.6 shows the proportion of time and piece-rated workers* in the different centres.

STATEMENT 2.6

Estimated Proportion of Time and Piece-rated Production Workers Employed Direct (December 1959)

Centre	Estimated number of production workers	Percentage of workers who were		
		Time rated	Piece-rated	Unpaid Workers
(1)	(2)	(3)	(4)	(5)
1. Ahmedabad	1,57,534	59.3	40.7	..
2. Ajmer and Jaipur ..	6,237	71.0	29.0	..
3. Bangalore	7,229	55.7	44.3	..
4. Bombay City and its Sub- urbs	2,38,778	61.0	38.9	0.1
5. Coimbatore	48,722	65.8	34.2	..
6. Howrah and Calcutta ..	38,861	49.6	50.1	0.3
7. Indore	22,058	60.2	39.8	..
8. Kanpur	40,017	39.7	60.3	..
9. Madurai and Ramanatha- puram	27,743	62.2	36.2	1.6
10. Nagpur	14,266	69.8	30.2	..
11. Sholapur	33,957	49.9	49.5	0.6
12. Residual	2,84,307	58.2	41.5	0.3
13. All India	9,19,709	58.5	41.3	0.2

*Data relate to workers who were covered under the Factories Act only.

Except for Kanpur, Sholapur, Howrah and Calcutta in all other centres time-rated workers constituted the majority. As between the different centres the percentage of time-rated workers ranged from nearly 40 in Kanpur to 71 in Ajmer and Jaipur.

2.5 Contract Labour

The Survey reveals that though the practice of employing workers through contractors was in vogue in about 7 per cent. of the factories the proportion of such workers was almost insignificant. The following Statement 2.7 gives the volume and extent of contract labour in the different centres.

STATEMENT 2.7
Volume and Extent of Contract Labour in the Cotton Textile Industry
(December 1959)

Centre	Estimated number of factories	Percentage of factories employing contract labour	Estimated total number of persons employed*	Estimated number of contract labour	Percentage of workers employed through contractors
(1)	(2)	(3)	(4)	(5)	(6)
1. Ahmedabad ..	111	35.9	1,72,993	1,761	1.0
2. Ajmer and Jaipur ..	4	50.0	6,572	16	0.2
3. Bangalore ..	16	..	7,800	..	..
4. Bombay City and its Suburbs ..	189	..	2,61,203	..	..
5. Coimbatore ..	99	..	54,243	..	..
6. Howrah and Calcutta	35	..	41,453	..	..
7. Indore ..	7	42.9	23,961	40	0.2
8. Kanpur ..	13	41.0	43,961	656	1.5
9. Madurai and Ramana- nathapuram ..	35	..	35,947	..	..
10. Nagpur ..	13	..	14,791	..	..
11. Sholapur ..	84	3.2	37,383	19	0.1
12. Residual ..	795	5.8	3,09,479	1,587	0.5
13. All India ..	1,401	7.1	10,09,786	4,079	0.4

*Covered as well as not covered under the Factories Act.

It will be noticed from the above Statement 2.7 that the system of engaging contract labour existed only in a few centres. Among these the proportion of contract labour to total working force was relatively high in Kanpur (1.5 per cent.) and Ahmedabad (1.0 per cent.). The Labour Investigation Committee had reported the existence of the system of engaging workers through contractors only in Ahmedabad out of all the centres surveyed by them. In this centre contract labour formed between 8 to 10 per cent. of the total labour force. The results of the present Survey indicate that since then there has been considerable reduction in the proportion of such workers.

The jobs on which contract labour was engaged varied from centre to centre and were generally loading or unloading of coal, etc., folding, mixing, sorting of waste cotton, stamping, pressing, bundling, packing and boiler cleaning. However, contract labour was mostly employed on loading and unloading work. The main reason given by the managements for engaging such workers was that certain items of work were of intermittent nature for which it was not economical for them to engage a standing labour force and they could be easily attended to by contractors.

2.6 Employment Status

During the course of the Survey information was collected on employment status of production workers covered under the Factories Act and employed

directly by the managements. It may be mentioned here that classification of workers into permanent, temporary, etc., is regulated by the Standing Orders framed by the managements in pursuance of the Industrial Employment (Standing Orders) Act, 1946 or some of the State Acts e.g., the Bombay Industrial Relations Act, 1916. Since these Acts apply to units employing a certain minimum number of persons or fulfilling certain conditions, some of the factories had not framed Standing Orders. In such cases, reliance had to be placed on the figures relating to classification of workers given by the managements. The following Statement 2·8 gives the details of employment status of workers for the different centres.

STATEMENT 2·8

*Estimated Percentage Distribution of Production workers by Employment Status
(December 1959)*

Centre	Estimated number of workers† employed	Percentage of workers who were classified as					
		Per- manent	Proba- tioner	Tempo- rary	Badli	Casual	Appren- tices
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1. Ahmedabad	1,57,534	73·7	*	3·0	21·6	1·7	*
2. Ajmer and Jaipur ..	6,237	70·4	..	8·8	20·8	..	..
3. Bangalore	7,229	85·1	*	2·6	7·0	5·3	..
4. Bombay City and its Suburbs	2,38,778	68·5	..	4·7	26·4	0·2	0·2
5. Coimbatore	48,722	81·4	2·6	6·0	7·7	1·1	1·2
6. Howrah and Calcutta ..	38,861	57·3	0·2	22·0	19·7	0·5	0·3
7. Indore	22,058	76·9	..	8·5	14·6	..	..
8. Kanpur	40,017	64·0	0·4	13·7	21·4	..	0·5
9. Madurai and Ramanatha- puram	27,743	77·3	..	9·9	9·7	1·1	2·0
10. Nagpur	14,266	74·6	..	14·9	10·5	..	..
11. Sholapur	33,957	65·9	0·4	9·8	22·9	0·4	0·6
12. Residual	2,84,307	65·4	0·1	9·9	18·4	5·2	1·0
13. All India	9,19,709	69·0	0·2	7·8	20·3	2·1	0·6

*Indicates that the percentage was less than 0·05.

†Relates to persons employed direct.

In the country as a whole, 69 per cent. of the workers were permanent, 7·8 per cent. temporary, 20·3 *badli*s and the rest were casual, apprentices and probationers. As between the different centres, the proportion of permanent workers was the highest in Bangalore (85 per cent.) and the lowest in Howrah and Calcutta (57 per cent.). It was generally noticed that the proportion of permanent workers was higher in large establishments as compared to small ones in all the centres. The percentage of temporary workers was the highest in Howrah and Calcutta (22 per cent.) followed by Nagpur (15 per cent.) and Kanpur (13·7 per cent.). In other centres it ranged between 2·6 and 10. In almost all the centres *badli* workers were the second largest group, next only to permanent workers. They constituted one-fifth of the total working force in the entire country. This was the pattern in all the centres except Coimbatore, Bangalore, Madurai and Ramanathapuram, Indore and Nagpur. Casual workers were almost insignificant in all the centres except the Residual Group and Bangalore.

2·7 Length of Service

Data were also collected regarding the length of service of production and related workers (including supervisory personnel) employed directly by the managements. It may be mentioned here that though the managements are required to maintain a leave register in respect of each employee showing, *inter alia*, the date of appointment of each person, it was noticed in several centres that many factories, mostly of small size, did not maintain such registers. In such cases reliance had to be placed on the version of the managements. In a very few cases, employers could not give any information regarding the length of service of their employees and hence no data could be collected from such factories. The distribution of production workers according to their length of service on the basis of the data which could be collected is given in the following Statement 2·9.

STATEMENT 2·9

Distribution of Production Workers (Employed Directly) According to Length of Service (December 1959)

Centre	Esti- mated number of pro- duction workers	Estimated percentage of workers with a service of			
		Less than one year	1 or more but less than 5 years	5 or more but less than 10 years	10 years and above
(1)	(2)	(3)	(4)	(5)	(6)
1. Ahmedabad	1,57,534	9·8	24·5	20·5	45·2
2. Ajmer and Jaipur	6,237	29·6	7·4	16·1	46·9
3. Bangalore	7,229	6·2	1·7	15·1	77·0
4. Bombay City and its Suburbs ..	2,38,778	14·1	25·2	22·2	38·5
5. Coimbatore	46,782*	9·1	25·0	21·5	44·4
6. Howrah and Calcutta	38,861	23·1	26·8	27·5	22·6
7. Indore	22,058	18·3	10·7	18·4	52·6
8. Kanpur	40,017	20·2	15·1	8·3	56·4
9. Madurai and Ramanathapuram	27,743	10·0	46·6	10·3	33·1
10. Nagpur	14,266	5·1	12·3	11·5	71·1
11. Sholapur	33,921*	28·1	38·4	30·9	2·6
12. Residual	2,79,211*	22·9	27·3	18·2	31·6
13. All-India	9,12,637*	16·9	25·6	19·8	37·7

*Details regarding length of service could not be collected in respect of workers employed in some of the factories and hence the difference between these figures and those given in this earlier Statement 2·8.

The fact that nearly 58 per cent. of the directly employed production workers had 5 or more years' service to their credit and another one-fourth had been in service continuously for over one but below 5 years shows that there is a fair amount of stability of the labour force in the industry. The proportion of workers with longer service was the highest in Bangalore where nearly 92 per cent. were found to have put in 5 or more years of service and 77 per cent. 10 or even more years' service. Nagpur was next in the order with nearly 83 per cent. of the workers with the length of service of 5 or more years. The percentage of workers with less than one year's service was the highest in Ajmer and Jaipur (29·6) followed by Sholapur (28·1) Howrah and Cal-

cutta and the Residual Group. The general experience has been that the proportion of workers with longer length of service was much higher in bigger establishments than in small factories.

2.8 Absenteeism

During the course of the Survey data on absenteeism were collected for a period of 12 months from the sampled establishments in the various centres. Before discussing the results of the Survey on this subject, it is perhaps necessary to point out the limitations. It was generally noticed that management used a common symbol 'a' for recording non-reporting of workers in the factory either of their own accord or due to 'lay-off' or refusal of work by the authorities. While in most of the organised establishments 'lay off', etc., were marked, it was not the case in small units. Thus there is every reason to believe that a certain proportion of absences marked in attendance registers were not actually absence due to failure of workers to report for work. It was also noticed that when a worker left the factory for good, his name continued to feature in the attendance register with a mark 'a' till a fresh roll was prepared. In some of the small units no proper records of attendances were kept and in such cases reliance had to be placed on such other records as the payment register, etc., and the days of absence had to be called out from them. Since the data were collected for a period of one year, it was not possible to check all the past entries. Moreover, those who maintained the registers were also not found to be in a position to throw light on the various old markings. Due to all these factors it is likely that the absenteeism rate, reflected by the statistics collected during the Survey, is on the high side. The following Statement 2.10 gives the rate* of absenteeism in the different centres. The statistics relate to production workers directly employed excluding *badli* and casual employees as well as workers employed through contractors.

STATEMENT 2.10

Absenteeism Rate in Cotton Textile Factories During 1959

Month		Ahmeda- bad	Ajmer and Jaipur	Banga- lore	Bombay City and its Suburbs	Coimba- tore	Howrah and Calcutta
(1)		(2)	(3)	(4)	(5)	(6)	(7)
January	..	11.1	14.4	14.0	11.0	9.2	9.0
February	..	13.4	15.2	15.7	13.2	11.0	10.6
March	..	14.9	18.1	16.0	15.5	13.0	10.1
April	..	16.6	21.2	15.9	17.4	17.4	10.9
May	..	21.1	15.8	15.0	19.4	16.9	7.2
June	..	17.2	15.4	13.1	18.2	6.6	12.2
July	..	11.3	21.5	9.3	15.1	10.1	11.0
August	..	9.4	22.4	9.7	11.7	9.9	9.9
September	..	10.6	25.1	10.1	12.5	9.9	8.9
October	..	10.4	21.3	10.3	11.8	9.7	10.1
November	..	10.8	21.4	10.6	13.3	11.1	10.3
December	..	9.0	16.7	9.5	13.2	9.7	11.5
Average 1959	..	13.0	18.8	12.4	14.4	11.2	10.0

*The rate of absenteeism is the percentage of man-shifts lost to the total man-shifts scheduled to work. Days lost on account of 'lay-off', strikes and lock-outs have been ignored wherever such details were available separately.

STATEMENT 2·10—*contd.*

Month	Indore	Kanpur	Madurai and Ram- nathapuram	Nagpur	Sholapur	Residual	All India
	(8)	(9)	(10)	(11)	(12)	(13)	(14)
January ..	12·8	9·4	14·3	29·1	15·9	12·5	12·1
February ..	14·2	9·5	14·4	31·0	21·6	11·0	14·0
March ..	17·9	11·5	15·0	28·0	19·9	17·1	16·0
April ..	21·0	11·3	16·5	29·6	19·6	16·7	17·3
May ..	26·8	16·5	18·5	31·8	22·3	17·0	18·9
June ..	21·2	18·4	18·2	29·2	10·0	15·2	16·7
July ..	14·7	15·1	15·1	27·3	17·6	12·5	13·6
August ..	13·0	12·2	13·6	20·8	13·8	12·6	11·9
September ..	15·9	10·1	13·4	25·1	16·6	12·8	12·5
October ..	13·5	11·5	12·8	25·0	17·8	12·8	12·4
November ..	13·6	12·1	13·7	26·5	17·6	13·2	13·1
December ..	14·4	10·2	15·2	22·8	16·6	11·8	12·0
Average 1959	16·6	12·6	15·1	27·3	18·2	14·0	14·2

In the country as a whole the monthly absenteeism rate in the industry ranged from about 12 to 19 per cent., the lowest being in the month of August and the highest in May. As between the different centres the absenteeism rate was the highest in Nagpur (27·3 per cent.) and the lowest in Howrah and Calcutta (10·0 per cent.). There were some slight variations in the period of high absenteeism in different centres but generally the rate was higher in summer months.

2·9 Labour Turnover

Labour turnover statistics were collected for the same group of workers and for the same period as for absenteeism and the results are given in Statement 2·11 and 2·12.

STATEMENT 2·11

Estimated Accession Rate in Cotton Textile Factories During 1959

Month	Ahmeda- bad	Ajmer and Jaipur	Banga- lore	Bombay City and its Suburbs	Coimba- tore	Howrah and Calcutta
(1)	(2)	(3)	(4)	(5)	(6)	(7)
January ..	0·17	6·95	0·09	0·57	1·81	1·32
February ..	0·19	7·14	0·12	0·92	2·65	1·23
March ..	0·47	2·40	0·43	0·58	0·65	1·26
April ..	0·35	1·62	0·05	0·69	1·44	0·20
May ..	0·39	2·43	0·36	1·11	2·44	1·14
June ..	0·25	1·95	0·28	0·68	0·36	0·76
July ..	0·26	2·04	0·48	0·55	0·42	1·04
August ..	0·99	1·93	0·23	0·78	0·46	0·75
September ..	0·81	0·49	0·23	0·99	0·48	1·15
October ..	0·70	3·87	0·25	0·78	0·18	0·25
November ..	0·31	2·92	0·09	0·89	0·33	0·41
December ..	0·29	1·60	0·27	0·67	0·29	0·87
Average for 1959	0·43	2·97	0·24	0·77	0·95	0·86

STATEMENT 2·11—*contd.*

Month	Indore	Kanpur	Madurai and Rama- nathapu- ram	Nagpur	Sholapur	Residual	All India
	(8)	(9)	(10)	(11)	(12)	(13)	(14)
January ..	2·68	1·71	2·03	0·29	5·77	1·51	1·24
February ..	2·07	2·50	1·01	..	2·28	1·64	1·30
March ..	1·69	1·92	0·76	0·66	2·29	1·80	1·44
April ..	3·52	2·76	0·45	..	0·51	2·36	1·32
May ..	3·50	3·09	0·42	..	2·10	2·83	1·75
June ..	3·79	5·72	0·60	2·26	1·50	2·28	1·45
July ..	2·60	5·65	0·59	..	3·90	2·26	1·40
August ..	3·70	4·41	0·66	0·55	2·64	3·28	1·85
September ..	2·39	6·30	0·68	0·08	6·88	2·31	1·76
October ..	4·93	4·02	0·43	0·29	4·29	1·87	1·41
November ..	6·07	3·86	1·57	0·70	6·48	2·22	1·64
December ..	2·65	2·49	1·41	0·50	2·07	2·46	1·37
Average for 1959 ..	3·31	3·70	0·88	0·44	3·44	2·23	1·47

STATEMENT 2·12

Estimated Separation Rate in Cotton Textile Factories During 1959

Month	Ahmeda- bad	Ajmer and Jaipur	Banga- lore	Bombay City and its Suburbs	Coimba- tore	Howrah and Calcutta
(1)	(2)	(3)	(4)	(5)	(6)	(7)
January ..	0·53	0·67	0·37	1·09	0·61	1·02
February ..	0·42	2·00	0·48	1·25	0·64	0·77
March ..	0·66	2·56	0·28	2·02	0·63	0·76
April ..	0·95	6·44	0·40	0·73	0·45	1·00
May ..	0·55	5·74	0·56	1·14	0·69	0·87
June ..	0·75	6·45	0·31	1·14	0·51	1·20
July ..	0·71	1·91	0·33	1·33	0·52	1·44
August ..	0·70	1·08	0·28	0·73	0·28	1·13
September ..	0·49	1·33	0·47	0·79	0·64	0·51
October ..	0·57	0·60	0·31	0·86	0·71	1·00
November ..	0·48	2·62	0·77	0·84	0·45	0·65
December ..	0·50	4·04	0·28	0·86	0·43	0·57
Average for 1959 ..	0·61	2·97	0·40	1·07	0·55	0·91

STATEMENT 2·12 —*contd.*

Month	Indore	Kanpur	Madurai and Ramanathapuram	Nagpur	Sholapur	Residual	All India
	(8)	(9)	(10)	(11)	(12)	(13)	(14)
January ..	1·88	1·85	1·00	0·20	0·28	1·65	1·13
February ..	2·24	2·11	1·33	0·20	0·39	1·67	1·21
March ..	1·92	2·76	1·37	0·29	0·73	1·82	1·50
April ..	3·65	3·74	0·64	0·40	3·16	2·70	1·69
May ..	2·80	1·71	0·70	0·39	0·67	2·12	1·36
June ..	3·87	4·94	0·61	0·19	3·67	2·54	1·78
July ..	2·92	4·46	0·88	0·39	1·06	3·07	1·83
August ..	3·45	5·42	0·57	0·24	3·20	2·45	1·57
September ..	2·84	4·81	0·35	0·53	1·05	1·96	1·29
October ..	2·29	5·35	0·24	0·74	3·11	2·30	1·53
November ..	3·89	4·34	0·39	1·80	0·77	2·41	1·49
December ..	3·05	2·83	0·19	1·29	3·08	2·21	1·41
Average for 1959	2·90	3·72	0·70	0·54	1·77	2·24	1·48

Compared to woollen and silk textile industries where the labour turnover rate was of the order of 6 to 7 per cent., in cotton textile factories in the country the turnover rate was fairly low, being only about 1·5 per cent. The rate was only a shade higher than in jute mills.

As between the different centres the labour turnover rate was the lowest in Bangalore and the highest in Kanpur. The periods of high and low rates of turnover varied from centre to centre.

Statement 2·13 contains statistics of separations by causes for various centres. It may be mentioned that, with a very few exceptions, no records were being maintained by managements of separations of workers by causes and, therefore, the statistics are based, more or less, on the versions of the managements. Subject to this limitation, it is estimated that 68 per cent. of separations in the industry, as a whole, were due to quitting of jobs by workers, nearly 28 per cent. due to discharge and dismissals and the rest were attributable to retirement, death, etc.

There was considerable variation between different centres. There were no discharges or dismissals in Ajmer and Jaipur whereas, on the other hand, these accounted for as much as about 98 per cent. of the separations in Indore. Separations due to 'quits' ranged from 0·8 per cent. in Indore to 100 per cent. in Ajmer and Jaipur. There were no separations due to retirement, death, etc., in Ajmer and Jaipur and Nagpur centres. In other centres, the variation was between 1·6 and 13·7 per cent.

STATEMENT 2·13

Separation by causes in Cotton Textile Factories during 1959.

Centre	Separation due to		
	Discharge or Dismissals	Quits	Retirement, Death, etc.
(1)	(2)	(3)	(4)
1. Ahmedabad	27·3	60·3	12·4
2. Ajmer and Jalipur .. ..	..	100·0	..
3. Bangalore	0·7	97·4	1·9
4. Bombay City and its suburbs	46·5	47·0	6·5
5. Coimbatore	6·4	89·4	4·2
6. Howrah and Calcutta	35·6	50·7	13·7
7. Indore	97·6	0·8	1·6
8. Kanpur	44·3	52·3	3·4
9. Madurai and Ramanathapuram	4·3	91·5	4·2
10. Nagpur	66·0	34·0	..
11. Sholapur	18·5	78·6	2·9
12. Residual	13·9	84·5	1·6
13. All India	23·2	68·0	3·8

2·10 *System of Recruitment*

The following Statement (2·14) shows the distribution of workers according to the method of their recruitment as on 31st December, 1959.

STATEMENT 2·14

Estimated Percentage Distribution of Workers According to the System of Recruitment (December 1959)

Centre	Esti- mated number of workers employed directly	Estimated Percentage Distribution of Workers Recruited				
		At the factory gate	Direct		Through inter- mediaries	
			Through depart- mental heads	Through Labour Office or Employ- ment Bureau	Mistries and jobbers	Labour contrac- tors
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	1,69,434	84·4	10·8	..	2·8	..
2. Ajmer and Jaipur ..	6,556	100·00	..	..	..	..
3. Bangalore ..	7,606	100·00	..	..	..	..
4. Bombay City and its Suburbs ..	2,61,073	59·8	13·8	0·3	5·1	..
5. Coimbatore ..	53,131	96·3	0·6	..	..	..
6. Howrah and Calcutta	41,337	15·7	2·6	79·6	..	..
7. Indore ..	23,901	23·9	..	18·8	57·3	..
8. Kanpur ..	42,066	61·8	..	2·1	..	..
9. Madurai and Rama- nathapuram ..	29,615	83·9	15·0	..	..	..
10. Nagpur ..	14,791	1·7	98·3	..	..	..
11. Sholapur ..	36,698	56·1	..	..	..	0·1
12. Residual ..	3,04,612	57·2	8·5	27·3	2·9	..
13. All India ..	9,91,420	62·8	10·1	12·4	4·1	*

STATEMENT 2·14—*contd.*

Centre	Estimated Percentage Distribution of Workers Recruited					
	Through Employ- ment Exchanges	Through Other Systems				
		Head Offices	Adver- tise- ments	Decasu- alisation Scheme	Recom- mendations of unions	Miscella- neous
	(8)	(9)	(10)	(11)	(12)	(13)
1. Ahmedabad ..	0·7	..	..	1·3	..	..
2. Ajmer and Jaipur ..	..	..	..	..	..	..
3. Bangalore ..	..	..	..	..	..	..
4. Bombay City and its Suburbs ..	..	..	..	21·0	..	..
5. Coimbatore ..	..	0·1	3·0	..	..	..
6. Howrah and Calcutta	1·6	0·5	..	..	..	..
7. Indore ..	..	..	..	..	..	..
8. Kanpur ..	36·1	..	..	..	..	..
9. Madurai and Rama- nathapuram ..	..	0·5	..	..	..	..
10. Nagpur ..	..	..	..	..	..	..
11. Sholapur ..	..	..	..	43·8	..	..
12. Residual ..	..	..	0·6	..	2·6	0·9
13. All India ..	1·8	*	0·3	7·4	0·8	0·3

*Indicates that the percentage was less than 0·05.

NOTE—Information relates to persons covered under the Factories Act, 1948 excluding contract labour.

The information collected shows that various systems of recruitment were in vogue in the different centres of the industry but majority of the workers in most of the centres were being recruited directly at the factory gate. In Howrah and Calcutta, cotton textile factories had generally set up Labour Offices through which most of the workers were being recruited. In Indore, nearly 57 per cent. of the workers employed at the time of the Survey had been recruited through *Mistries* and jobbers but it is reported that the practice was given up. Now no fresh recruitments were being made and vacancies were filled from among *badli* workers.

An important development in the system of recruitment, since the time the Labour Investigation Committee conducted their enquiry is the introduction of decasualisation schemes in the three important centres of the industry viz., Bombay, Ahmedabad and Sholapur. The main objects of the schemes were to regulate recruitment of labour with a view to avoiding waste of man-power, to increase efficiency and production by reducing labour turnover, to reduce the waiting period of unemployed textile workers, to eliminate bribery, corruption and favouritism in the recruitment of workers and to encourage the systematic training of textile workers for ensuring a steady supply of efficient workers. In Ahmedabad, the scheme was introduced in September, 1949, in Sholapur it was put into force in November 1949 and in Bombay it was introduced in February, 1950. The schemes provide for the registration of all recruits seeking employment in the industry in these centres and their classification according to occupation and grouping according to whether the recruit had connections

with the industry as a worker for one year or more, or had no such connection even for one year. When once other scheme became effective no cotton textile factory in the centre could recruit any worker to replenish their permanent or *badli* roll except through the authorities administering the scheme. Under the scheme all managements are required to send their indents to the authorities administering the scheme and the authorities are expected to furnish the names of workers in the order of seniority of registration.

The schemes were reported to be functioning fairly well in Sholapur and Bombay City and its Suburbs, but not in Ahmedabad. The main reason for it is that the schemes are dependent upon co-operation of the managements. It reported that all the mills in Ahmedabad were not co-operating. The working of the schemes in different centres is reflected from statistics given in column 11 of Statement 2·11. It would be noticed that as against nearly 44 per cent. of workers in Sholapur and 21 per cent. in Bombay City and its Suburbs only a negligible proportion of workers in Ahmedabad had been recruited under the Decasualisation Scheme.

2·11 *Training and Apprenticeship*

Information collected during the course of the Survey in respect of arrangements made in factories regarding training and apprenticeship show that such facilities existed in only about 12 per cent. of cotton textile factories in the entire country. None of the factories surveyed in Ahmedabad, Ajmer and Jaipur, Indore or Bangalore had provided such a facility. The percentage of factories in other centres is estimated to be as follows: Bombay City and its Suburbs 14, Coimbatore 22, Howrah and Calcutta 41, Kanpur 62, Madurai and Ramanathapuram 31, Nagpur 19, Sholapur 5, and the Residual Group 9. In nearly nine out of ten factories having such arrangements there were no regular schemes and training was being imparted on an *ad hoc* basis. Training was being imparted in a wide variety of jobs but most common were spinning, winding, weaving, reeling and carding. Quite a large number of factories showed preference to sons and relatives of their employees while selecting persons for training and the rest kept the selection open to all. Educational qualifications were prescribed by only a few. The period of training varied according to the nature of the job. Most of the factories paid some remuneration to trainees or apprentices. The amount was generally quite low and usually ranged between Re. 1 and Rs. 2 per day. Only in rare cases managements guaranteed employment to trainees successfully completing their training.

CHAPTER III

WAGES AND EARNINGS

3.1 *Wage Revisions*

There have been significant changes in the wage structure of worker employed in the Cotton Textile Industry since an enquiry was conducted by the Labour Investigation Committee in 1944-'45. Not only there have been upward revision of basic wages and other emoluments but also standardisation of rates of wages in many of the important centres of the industry putting the wage structure on a rational footing and effecting long felt reforms. The following paragraphs describe very briefly the main developments in the wage structure of workers in the important centres of the industry since 1944-45.

Ahmedabad---The only major change was effected by an award of the Industrial Court in April 1948. Under this award a scheme of standardised wages was introduced in the industry covering 219 occupations. The minimum wage fixed was Rs. 28-0-6 for a month of 26 working days effecting an increase of Rs. 11-9-3 or nearly 70 per cent. At the time of the award all directly employed workers getting up to Rs. 75 per month were entitled to dearness allowance at a rate which neutralised the rise in the cost of living to the extent of 76 per cent. By the above-mentioned award the Industrial Court directed cent. per cent. neutralisation in the rise in the cost of living index over the pre-war level in the case of all employees, including contract labour, earning up to Rs. 150 per month. For others the matter was left to the discretion of the Ahmedabad Millowners' Association. In May 1960 an increase of Rs. 8 was given to all workers in terms of recommendations of the Central Wage Board for Cotton Textile Industry. Except for changes in the rates of wages of certain groups of workers no major change was effected thereafter in the industry as a whole, till the time of the present Survey.

Ajmer and Jaipur---The available information shows that there were no major changes in the centre except for *ad hoc* increase of Rs. 6 granted by some of the factories on the basis of the Wage Board's recommendation.

Bangalore---There was no standardisation of wages in this centre and the wage structure was based on mutual agreement or awards or collective bargaining in individual factories. In the biggest factory in this centre the minimum basic wage was increased from Re. 0-10-6 per day to Re. 0-14-9 per day in 1947 and was subsequently raised by an award to Rs. 27 per month in 1950. The minimum wage was further raised to Rs. 30 per month in 1959 and increases were granted to other employees as well. This rate was in force at the time of the Survey. In other two large factories the first major revision was effected by an agreement with workers' union in 1955 raising the minimum basic wage from Rs. 17 to Rs. 27 per month. There was no change till 1st January 1960 when the amount was increased by Rs. 8 as a result of the recommendations of the Cotton Textile Wage Board. There was only a slight upward revision in the rate of dearness allowance.

Bombay City and its Suburbs—After 1945 the first major change in the wage structure was effected in 1947 by an award of the Industrial Court. By virtue of this award the minimum basic wage was increased from Rs. 22 to Rs. 30 for a month of 26 working days. It also prescribed the rate of wages of various occupations and thus effected standardisation. The rate of dearness allowance was also increased to compensate workers against rise in cost of living to the extent of 90 per cent. as against 76·5 per cent. hitherto. During the subsequent years there was no general wage revision and changes were effected in the rates of wages of certain individual groups of workers. An important development, however, was in respect of rate of dearness allowance. The 1947 award of the Industrial Court had authorised the parties to reopen the issue concerning dearness allowance if the Bombay Consumer Price Index reached 325. In 1951 when this point was reached the matter was raised by the Rashtriya Mill Mazdoor Sangh. Consequently, under orders of the Labour Appellate Tribunal, issued in January 1955, workers were entitled to certain percentage increase in the prevailing dearness allowance with retrospective effect from May 1953. The details are given later in this chapter.

Coimbatore—Uniformity in the minimum rates of wages in Madras State, including Coimbatore, was brought about for the first time in 1947 under the award of the Venkataramaniya Court of Enquiry. Under this award the minimum basic wage was fixed at Rs. 26 per month in the entire State. In addition, workers were entitled to dearness allowance at the rate of 3 annas per month per point of rise above 100 in the Madras Consumer Price Index Number in the case of mills situated in centres like Madras, Coimbatore and Madurai and 2½ annas elsewhere. The Court of Enquiry had suggested that a Wage Board or Standardisation Committee may be appointed to build a wage structure on the basis of the minimum wage recommended by it. The State Government acted on this recommendation but the bodies appointed for the purpose could not suggest a scheme acceptable to the two parties. However, the parties reached an agreement in September 1956 in respect of mills in the Coimbatore district. Under this agreement the minimum basic wage of workers in the area was increased by Rs. 4. Wages of other workers were also increased. At the time of the Survey wage structure in cotton mills in Coimbatore district was based on this agreement.

Howrah and Calcutta—The first major change in the wage structure of cotton mills in West Bengal was brought about by an award of an Industrial Tribunal in 1948. The Tribunal fixed the minimum wage for men at Rs. 20·2·5 per month and recommended payment of dearness allowance at a flat rate of Rs. 30 per month. It recommended that women should be paid ¾ths of emoluments of men. It did not attempt any standardisation of wages but recommended that skilled and semi-skilled persons should be paid additional sums on the basis of their skill and nature of jobs. Wages were revised again in 1958 by another award. Under this award the minimum basic wage for men was raised to Rs. 28·17 and differentiation between men and women was done away with. However, in the matter of dearness allowance the distinction was retained. The minimum dearness allowance was fixed at Rs. 32·50 for men and Rs. 24·38 for women.

Indore and Kanpur—From the information collected regarding wage revisions since 1956 it would appear that except for an increase of Rs. 6 granted

to all workers, as per Wage Board recommendation, by all the sampled factories in Indore and a few in Kanpur there were no significant changes in the two centres.

Madurai and Ramanathapuram—The available information would show that there has been no standardisation of wages. Such changes as have been effected have been mostly as a result of agreement between the parties and in a few cases as a consequence of awards of adjudicators or voluntary decisions of managements.

Sholapur—Sholapur was the third centre in Bombay State where wages were standardised by an award of an Industrial Court in August 1948. Under the award the minimum basic wage was fixed at Rs. 26 per month and the wages of workers in various occupations were standardised. The dearness allowance was revised by another award of an Industrial Court in January 1949. By virtue of this award workers were allowed neutralisation to the extent of 66½ per cent. with Rs. 26 as the minimum basic wage. During the years immediately preceding the Survey the industry in this centre had to pass through a crisis period and many factories closed down. Later on some of them were re-started under the Unemployment Relief Scheme and workers voluntarily agreed to cuts in their emoluments. These cuts were being restored gradually.

In the course of the Survey information was collected regarding wage revisions* affecting majority of workers in each sampled factory in 1956 and the method followed for effecting them. The details in respect of number of revisions are given in the following Statement 3.1.

STATEMENT 3.1

Estimated Percentage Distribution of Factories According to Number of Wage Revisions Since 1956

Centre	No. of factories	Percentage of factories in which there were wage revisions	Percentage distribution of factories in which revision took place according to number of wage revisions		
			Once	Twice	Three or more times
(1)	(2)	(3)	(4)	(5)	(6)
1. Ahmedabad	111	3.8	100.0	..	..
2. Ajmer and Jaipur	4	59.0	100.0	..	..
3. Bangalore	16	25.0	..	100.0	..
4. Bombay City and its Suburbs	189	23.7	87.5	12.5	..
5. Coimbatore	99	71.8	58.8	37.7	3.5
6. Howrah and Calcutta	35	81.9	100.0	..	..
7. Indore	7	100.0	100.0	..	..
8. Kanpur	13	20.5	100.0	..	..
9. Madurai and Ramanathapuram	35	77.7	49.5	19.1	31.4
10. Nagpur	13	38.5	100.0	..	..
11. Sholapur	84	13.6	53.4	..	46.6
12. Residual	785	31.5	70.8	11.9	17.3
13. All India	1,401	32.9	71.5	15.2	13.5

*i.e., revisions of basic wage and/or dearness allowance.

Of the wage revisions which took place in the entire industry nearly 35 per cent. were the results of awards of Industrial Tribunals, Courts, etc., 31 per cent. were based on agreements between employers and workers, 28 per cent. were due to voluntary decisions of managements and the rest were either due to conciliation or recommendations of Wage Boards, etc. Centre-wise details are given in the following Statement 3.2.

STATEMENT 3.2

*Percentage Distribution of Wage Revisions According to Methods
Used for Effecting them*

Centro	Discre- tion of employers	Agree- ment between employers and employees	Concilia- tion	Adjudi- cation and ar- bitration awards	Execu- tive orders of Govt., Wage Boards recom- menda- tions, etc.
(1)	(2)	(3)	(4)	(5)	(6)
1. Ahmedabad	100.0	..	..	..	..
2. Ajmer and Jaipur .. ..	..	..	..	100.0	..
3. Bangalore .. ..	..	100.0	..	..	..
4. Bombay City and its Suburbs ..	22.2	..	11.1	66.7	..
5. Coimbatore	4.7	27.8	..	67.5	..
6. Howrah and Calcutta .. ..	..	..	..	100.0	..
7. Indore .. ..	..	..	..	14.3	85.7
8. Kanpur .. ..	..	..	..	..	100.0
9. Madurai and Ramanathapuram ..	26.0	60.9	..	13.1	..
10. Nagpur .. ..	..	..	..	100.0	..
11. Sholapur .. ..	..	12.6	..	87.4	..
12. Residual	40.9	34.4	6.5	18.2	..
13. All India	28.2	30.7	4.5	35.4	1.2

As already stated earlier, the statistics given in the above tables relate to wage revisions affecting the majority of workers and do not include wage revisions effected in selected occupations from time to time. Such instances were particularly noticed in Bombay City and its Suburbs and Ahmedabad, where wage rates of several occupations were revised as a result of memoranda of settlements under the Bombay Industrial Relations Act, 1946.

3.2 Minimum Wages

In the course of the Survey information was collected regarding the rates of pay of lowest-paid occupation in each sampled factory. The findings show that generally *Mazdoors*, *Doffers*, *Waste Pickers*, *Departmental Sweepers*, *Winders*, *Thread Extractors* and *Helpers* were the lowest-paid occupations in the industry. The following Statement 3.3 shows the minimum, maximum and the predominant daily rates of pay (i.e., basic wage plus dearness allowance wherever paid separately) of men and women workers employed directly by managements in these occupations in different centres.

STATEMENT 3.3

Daily Rates of Pay† of Directly Employed Workers in Lowest-Paid Occupations (1960-61)

(In Rupees)

Centre	Men			Women		
	Min.	Max.	Predominant rate	Min.	Max.	Predominant rate
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	0.96	4.94	4.79	1.20	4.94	4.79
2. Ajmer and Jaipur ..	2.16	2.16	2.16	2.16	2.16	2.16
3. Bangalore ..	1.77	3.71	3.71	0.43	3.71	*
4. Bombay City and its Suburbs ..	1.50	4.79	4.60	2.31	4.76	4.60
5. Coimbatore ..	0.50	3.77	3.68	1.00	3.77	3.68
6. Howrah and Calcutta ..	1.54	2.52	*	2.02	2.52	2.52
7. Indore ..	3.61	3.61	3.61	3.61	3.61	3.61
8. Kanpur ..	2.00	3.39	*	..	..	..
9. Madurai and Ramanathapuram ..	1.00	2.00	1.50	0.75	0.75	0.75
10. Nagpur ..	1.35	3.69	3.69	3.69	3.69	3.69
11. Sholapur ..	1.50	3.83	*	0.25	2.78	*
12. Residual ..	0.31	4.47	*	0.38	4.47	*

*No predominant rate.

†Basic wages plus dearness allowance.

Evidently due to differences in the economic factors operating in different areas of the country, the minimum rate of pay varied appreciably from centre to centre. Generally speaking, the rates were the lowest in Madurai and Ramanathapuram and the highest in Ahmedabad and Bombay City and its Suburbs. Usually there was not much variation in the minimum and maximum rates paid by large factories in the same centre but there was considerable disparity in the rates paid by small factories in almost all the centres. In fact the minimum rates shown in the Statement 3.3 in respect of various centres were invariably those paid in small factories. In some of the small factories in Coimbatore and the Residual Group extremely low rates of pay were noticed. Such factories, however, were very few. Generally workers in these centres received more than Re. 1 per day. A noticeable fact revealed by the Survey is that except for stray factories in various centres, wherever women were also employed they received the same minimum pay as men employed in the same unit for the same job. Most of the factories which discriminated against women were small establishments.

Children were found to be employed as warpers in one factory in the Residual Group and they were being paid Re. 0.19 per day.

At the time of the Survey, contract labour was found to be employed only in some of the factories in Ahmedabad, Ajmer, Jaipur, Indore, Kanpur, Sholapur and the Residual Group. In Ahmedabad the lowest-paid among workers employed through contractors were *Mazdoors*, *Folders* and *Cloth Carriers*. Their daily rates of pay in large factories ranged between Rs. 4.77 and Rs. 5.33. Generally their minimum pay was more than that of the lowest-paid directly employed workers. Only one sampled factory in Ajmer-Jaipur employed contract labour for loading and unloading of coal but the management had no information regarding their daily rates of pay and no records were

available concerning payments made by contractor. In Indore, contract labour was employed on piece rates exclusively as stitchers and were being paid Re 0.01 per blanket. Their average daily earnings were Rs. 2.26 per day as against Rs. 3.61 per day paid to lowest-paid direct labour. Of the persons employed through contractors in Kanpur the lowest-paid men were *Mazdoors* who received Rs. 1.37 per day and women were Cotton Waste Sorters who received Re. 0.75 per day as against Rs. 3.39 per day received by lowest-paid departmental workers. In Sholapur also one of the sampled cotton mills engaged contract labour. All of them were piece-rated and the rates varied from job to job. Their average daily earnings were Rs. 2.64 as compared to Rs. 2.33 of the lowest-paid direct labour. In the Residual Group of factories the least paid contract labourers were Coal Pickers and *Mazdoors* among men and Bobbin Winders among women. Men received between Rs. 1.25 and Rs. 4.34 per day and women got Re. 0.81 per day. In majority of the cases contract labour received less than departmental workers.

3.3 Pay Periods

The duration after which workers are paid their earnings is generally influenced by tradition or usage in the area in which the establishment is situated and to a certain extent upon the nature of work done by them. This accounts for the differences in the usual pay periods of workers in some of the centres of the industry as reflected in the following Statement 3.4.

STATEMENT 3.4

Estimated Percentage Distribution of Workers According to Pay Periods (December 1959)*

Centre	Esti- mated total No. of workers	Estimated Percentage of workers whose pay period was				
		Month	Fort- night	Week	Day	Not fixed
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	1,71,195	80.7	19.2	..	0.1	..
2. Ajmer and Jaipur ..	6,556†	100.0	..	..	..	..
3. Bangalore ..	7,606	99.2	..	0.8	..	..
4. Bombay City and its Suburbs ..	2,60,810‡	99.7	..	0.2	0.1	..
5. Coimbatore ..	53,131	89.5	1.5	9.0	..	..
6. Howrah and Calcutta	41,231††	10.9	12.1	77.0	..	..
7. Indore ..	23,941	100.0	..	..	..	..
8. Kanpur ..	43,322	11.3	88.7	..	..	..
9. Madurai and Rama- nathapuram	29,175**	93.4	2.0	4.6	..	..
10. Nagpur ..	14,791	98.4	..	1.6	..	..
11. Sholapur ..	36,495§	95.9	0.2	3.8	..	0.1
12. Residual ..	3,05,102||	87.1	8.5	4.3§§	..	0.1
13. All India ..	9,93,355	84.1	10.4	5.4	0.1	0.0

*Relates to persons covered under the Factories Act.

**Excludes 440 unpaid apprentices.

†Excludes 16 contract labourers whose pay period was not known.

‡Excludes 263 unpaid apprentices.

††Excludes 106 unpaid apprentices.

§Excludes 222 unpaid apprentices.

§§Includes a small percentage of workers paid bi-weekly.

||Excludes 1,097 unpaid apprentices and workers engaged through contractors whose pay period was not known.

The predominant pay period in the industry was a month and it accounted for nearly 84 per cent. of the total workers. In Indore, Ajmer and Jaipur the universal practice was to settle wages once in a month. Elsewhere varying proportion of workers were being paid their dues at shorter intervals. However, except for Kanpur, Howrah and Calcutta everywhere the proportion of workers receiving wages at intervals shorter than a month was quite small. In Kanpur nearly 89 per cent. of workers were paid wages once in a fortnight and in Howrah and Calcutta the predominant system was to make payments once in a week. In some of the factories in Sholapur and the Residual Group there was no fixed pay period for some of the workers engaged on a piece-rate basis. They were being paid advances from time to time and final settlement was being made only on the completion of the work. In a few small factories managers were appointed on an annual salary and their accounts were settled once in a year.

3.1 Average Daily Earnings

Since the Labour Bureau had conducted a detailed Occupational Wage Survey in 1958-59 no information was collected in respect of earnings of workers by occupations during the course of the present Survey. However, data were collected regarding earnings of broad groups of workers covered under the Factories Act for one wage period immediately preceding 31st December 1959, the month in which the Survey was launched. The groups were: (a) all workers, (b) all production workers (separately for men, woman and children), (c) lowest-paid workers employed direct as well as through contractors, (d) clerical employees, and (e) watch and ward and other services. The information collected is given in Statement 3.5.

STATEMENT 3.5
Estimated Average Daily Earnings of Workers in Cotton Textile Mills
(December 1959)

Centre			All workers*	Production Workers			
				Men	Women	Children	All production workers
(1)			(2)	(3)	(4)	(5)	(6)
1. Ahmedabad .. .. .	..	..	1.08	5.79	5.00	**	5.76
2. Ajmer and Jaipur .. ..	..	..	2.94	2.81	1.96	..	2.74
3. Bangalore .. .. .	..	..	4.16	4.20	3.43	..	4.02
4. Bombay City and its Suburbs ..	..	..	5.86	5.48	4.71	..	5.43
5. Coimbatore .. .. .	..	..	3.97	3.93	3.65	†	3.87
6. Howrah and Calcutta .. ..	..	..	3.65	3.44	2.91	..	3.43
7. Indore .. .. .	..	..	4.65	4.44	3.62	..	4.40
8. Kanpur .. .. .	..	..	4.16	4.03	3.44	..	4.03
9. Madurai and Ramanathapuram ..	..	..	3.66	3.48	3.74	..	3.50
10. Nagpur .. .. .	..	..	4.47	4.52	3.51	..	4.39
11. Sholapur .. .. .	..	..	3.30	3.12	2.61	**	3.07
12. Residual .. .. .	..	..	3.92	3.75	3.03	**	3.69
13. All India .. .. .	..	..	4.80	4.57	3.68	**	4.51

*Includes all persons covered under the Factories Act, i.e., Technical, Administrative, Executive, Clerical, Production, Watch and Ward, etc.

**Except for Sholapur elsewhere only one or two children were found to be employed in small size sampled units. In Sholapur a few children were employed on annual pay ranging from Rs. 140 to Rs. 250. In Ahmedabad only one child was found employed in a sampled factory on a daily rate of Re. 1. In the Residual Group two children were employed in one sampled factory on Rs. 5 per month.

†In Coimbatore children were employed for building and construction work. Therefore, they were not covered under the Factories Act and hence no data were collected for them.

3.4.1 All Workers

It is estimated that in December 1959 the average daily earnings of workers in cotton textile factories in the entire country was Rs. 4.80. Among the different centres the earnings were the highest in Ahmedabad (Rs. 6.10), followed by Bombay city and its Suburbs (Rs. 5.86), and the lowest in Ajmer and Jaipur (Rs. 2.94).

3.4.2 Production Workers

The average daily earnings of 'production workers' was only Rs. 4.51. The variations as between the different centres were almost the same as in the case of 'all workers'. Among production workers the average daily earnings of men and women in the industry, as a whole, were Rs. 4.57 and Rs. 3.68.

3.4.3 Lowest-Paid Workers

The following Statement (3.6) shows the earnings of workers in the lowest paid occupations among production workers.

Statement 3.6

Estimated Average Daily Earnings of Lowest-Paid Workers (December 1959)

(In Rupees)

Centre	Employed Directly				Employed through contractors	
	Men	Women	Children	All workers	Men	Women
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1. Ahmedabad ..	4.76	3.58	*	4.71	4.94	..
2. Ajmer and Jaipur ..	2.15	2.32	..	2.15	..	..
3. Bangalore ..	3.70	3.00	..	3.63	..	..
4. Bombay City and its Suburbs	4.60	3.56	..	4.54	..	..
5. Coimbatore ..	3.29	2.42	..	3.27	..	..
6. Howrah and Calcutta-	2.44	..	..	2.44	..	..
7. Indore ..	3.60	..	..	3.60	2.26	..
8. Kanpur ..	3.41	3.21	..	3.41	1.67	0.75
9. Madurai and Ramanathapuram ..	1.76	0.75	..	1.75	..	..
10. Nagpur ..	3.71	3.77	..	3.73	..	..
11. Sholapur ..	2.71	1.31	*	2.59	2.64	..
12. Residual ..	3.07	1.76	*	2.95	3.24	2.72
13. All India ..	3.70	2.52	*	3.63	3.37	2.20

*Only a few children were employed in stray factories in these centres. In one sampled factory in Ahmedabad one child worker was employed and his daily earnings were Re. 1. In Sholapur a few small factories covered by the Survey employed children on annual pay. Only two children were employed in one small sampled factory in the Residual Group and they were being paid Rs. 5 per month.

STATEMENT 3·6—*contd.*

(In Rupees)

Centre	Employed through contractors		All lowest paid workers			
	Children	All workers	Men	Women	Children	All workers
(1)	(8)	(9)	(10)	(11)	(12)	(13)
1. Ahmedabad	4·94	4·76	3·58	*	4·72
2. Ajmer and Jaipur	2·15	2·32	..	2·15
3. Bangalore	3·70	3·00	..	3·63
4. Bombay City and its Suburbs	4·60	3·56	..	4·54
5. Coimbatore	3·29	2·42	..	3·27
6. Howrah and Calcutta	2·44	..	..	2·44
7. Indore	2·26	3·59	..	..	3·59
8. Kanpur	1·62	3·32	1·29	..	3·32
9. Madurai and Rama- nathapuram	1·76	0·75	..	1·75
10. Nagpur	3·71	3·77	..	3·73
11. Sholapur	2·64	2·71	1·25	*	2·59
12. Residual	3·17	3·07	1·78	*	2·95
13. All India	3·30	3·70	2·52	*	3·63

The figures show that the minimum daily earnings were the highest in Ahmedabad (i.e., Rs. 4·72) and the lowest in Madurai and Ramanathapuram (Rs. 1·75). The average daily earnings of men in the industry, as a whole, were Rs. 3·70 as against Rs. 2·52 in the case of women. The difference in the earnings of men and women were more due to other factors, like disparity in jobs or location of units where women also were employed, rather than discrimination.

Except for Indore and Kanpur every where else the average daily earnings of lowest-paid contract labour were more than of those who were employed directly by managements. It is due to great disparity of earnings of the two types of workers in these two centres that the over all average of contract labour in the country as a whole works out to be lower (i.e., Rs. 3·30) than those of direct labour (i.e. Rs. 3·63).

3·4·4 *Earnings of Clerical and Watch and Ward Staff*

Data were collected concerning earnings, without break up by components, of clerical and related personnel (including supervisory staff) and of persons

coming in the group 'Watch and ward and other services'. Details are given in the following Statement (3·7).

STATEMENT 3·7

*Estimated Average Daily Earnings of Clerical and Watch and Ward Staff
(December 1959)*

- (In Rupees)

Centre	Clerical and Related Workers (including Supervisory Staff)	Watch and Ward and Other Services
(1)	(2)	(3)
1. Ahmedabad	9·15	4·99
2. Ajmer and Jaipur	6·37	2·57
3. Bangalore	9·49	4·33
4. Bombay City and its Suburbs	9·55	4·54
5. Coimbatore	6·96	2·88
6. Howrah and Calcutta	5·48	2·41
7. Indore	8·08	3·39
8. Kanpur	5·91	3·40
9. Madurai and Ramanathapuram	4·57	2·95
10. Nagpur	6·51	4·26
11. Sholapur	5·99	2·97
12. Residual	6·84	3·27
13. All-India	7·97	3·78

The average daily earnings of clerical and related personnel were Rs. 7·97 at the all-India level. Their earnings were the highest in Bombay City and its Suburbs and the lowest in Madurai and Ramanathapuram. In all the centres such employees earned much more than "all workers" or production workers. So far as persons in the group 'Watch and Ward and Other Services' are concerned, their average daily earnings varied from Rs. 2·41 in Howrah and Calcutta centre to Rs. 4·99 in Ahmedabad. Generally their earnings were lower than those of production workers but higher than those of lowest-paid workers in the same centre.

3·5 Components of Earnings

Statement 3·8 shows the earnings of workers by components in different centres of the industry.

STATEMENT 3·8

*Average Daily Earnings by Components of All Workers in Cotton Textile Industry
(December, 1959)*

Centre	(In Rupees)							
	Basic earnings (Basic + D.A.)	Production bonus	Night shift allowance	House rent allowance	Transport allowance	Overtime pay	Other allowances, etc.	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1. Ahmedabad ..	6·09 (99·84)	..	..	..	..	0·01 (0·16)	..	6·10 (100·00)
2. Ajmer and Jaipur ..	2·93 (99·66)	..	..	..	..	0·01 (0·34)	..	2·94 (100·00)
3. Bangalore ..	4·11 (98·80)	..	0·03 (0·72)	..	..	0·02 (0·48)	..	4·16 (100·00)
4. Bombay City and Suburbs ..	5·85 (99·83)	..	..	..	..	0·01 (0·17)	..	5·86 (100·00)
5. Coimbatore ..	3·86 (97·23)	0·07 (1·76)	0·03 (0·76)	..	..	0·01 (0·25)	..	3·97 (100·00)
6. Howrah and Calcutta ..	3·64 (99·73)	..	..	..	..	..	0·01 (0·27)	3·65 (100·00)
7. Indore ..	4·64 (99·78)	..	..	..	..	0·01 (0·22)	..	4·65 (100·00)
8. Kanpur ..	4·12 (99·04)	..	..	..	..	..	0·04 (0·96)	4·16 (100·00)
9. Madurai and Ramanathapuram ..	3·51 (95·90)	0·09 (2·46)	0·06 (1·64)	..	..	..	..	3·66 (100·00)
10. Nagpur ..	4·46 (99·78)	0·01 (0·22)	..	..	..	..	..	4·47 (100·00)
11. Sholapur ..	3·30 (100·00)	..	..	..	..	..	..	3·30 (100·00)
12. Residual ..	3·86 (98·47)	0·02 (0·51)	0·01 (0·26)	..	..	0·01 (0·25)	0·02 (0·51)	3·92 (100·00)
13. All India ..	4·75 (98·96)	0·02 (0·42)	0·01 (0·21)	..	..	0·01 (0·21)	0·01 (0·20)	4·80 (100·00)

NOTE—Figures in brackets are percentages to the respective total in col. 9.

Dots denote nil or negligible.

3·5·1 Basic Earnings

It would be noticed that basic earnings i.e., basic wages and dearness allowance (wherever paid as a separate component) constituted nearly the whole of the total earnings of workers. Its share was the lowest, i.e., 96 per cent., in Madurai and Ramanathapuram. Elsewhere it was 98 per cent. or more. In view of the fact that while some of the factories were paying a separate dearness allowance and others were paying only consolidated wages it is not possible to give the proportion of basic earnings paid as basic wage and dearness allowances. Data collected in the course of the Survey show that in the country as a whole only 38 per cent. of cotton textile factories were paying a separate dearness allowance to their employees. The position in individual centres is discussed below—

Ahmedabad—At the time of the Survey nearly 65 per cent. of the factories were paying a separate dearness allowance. All large establishments covered during the Survey paid a separate dearness allowance linked to Consumer

Price Index Number. Thus the system of paying consolidated wages was confined to only small factories. Of those factories which paid a separate allowance, in 77 per cent. the amount was linked to Consumer Price Index Number, in 12 per cent. it was paid at a flat rate and in the rest at a rate linked to C.P. Index to some and according to income groups to other employees. In all large factories the rate of payment was regulated by the award dated 24th April, 1948 of the Industrial Court, Bombay in the dispute between the Textile Labour Association, Ahmedabad and the Ahmedabad Millowners' Association. In this award the Court directed that "the rise in the cost of living over the pre-war level of 73 in the case of an employee earning Rs. 28 (Rs. 28-0-6 according to the report of the Assessor appointed for standardisation of wages) for a month of 26 working days should be neutralised to the extent of 100 per cent. and all employees earning Rs. 150 or less a month should get a dearness allowance of Rs. 56 for a month of 26 working days. On arithmetical calculation it is found that the rate comes to 2-84 pies per day per rise of each point in the cost of living index number over the pre-war figure. The dearness allowance at this rate should be paid to all employees earning up to Rs. 150 a month with effect from 1st July 1947.....".* The award also directed that contract labour should be paid at the same rate. At the time of the Survey, all workers in large factories were being paid dearness allowance at the rate prescribed by the Industrial Court. As against the wage limit of Rs. 150 for full neutralisation most of the mills were making payments for cent. per cent. neutralisation of rise in cost of living to persons drawing up to Rs. 400 per month. For those drawing more than Rs. 400 per month, i.e., heads of departments or officers, a fixed amount ranging from Rs. 100 to Rs. 150 was being paid per month. Among smaller factories only a few were found to be paying dearness allowance and that too at a flat rate ranging from Re. 1 to Rs. 2-24 per day. As a result of an Arbitration Award dated July 1958 clerical staff employed in the member mills of the Ahmedabad Millowners' Association were entitled to receive dearness allowance in terms of the award of the Industrial Court. So far as Technical and Supervisory Staff of member mills of the Association were concerned their dearness allowance was fixed at the following rate under an award of a Board of Arbitration in April 1958 :

(a) persons drawing up to Rs. 250—same rate as for workers, and (b) persons drawing above Rs. 250 and up to Rs. 400 per month Rs. 75 per month.

Ajmer and Jaipur—Only two large factories were covered in the course of the Survey in this centre. In one of these dearness allowance was linked to the Consumer Price Index Number for Beawar and the rate of payment was Rs. 32 per month if the Index number did not exceed 105. For rise of every one point over 105, workers were being paid Re. 0-34 per month. The other unit was paying a fixed amount which varied from Rs. 26 to Rs. 50 per month according to income groups of employees. Production workers were getting a fixed sum of Rs. 26 per month.

Bangalore—During the course of the Survey only one of the large factories was covered. In this unit workers were being paid dearness allowance at the

*Award published under notification No. 57/48 dated 24th April 1948 in the Bombay Govt. Gazette Extraordinary.

rate of Annas 3 per point of rise over 100 in the Consumer Price Index Number for Bangalore City. It is reported that in some of the other large mills also dearness allowance was linked to Consumer Price Index Number and in a few it was being paid at a flat rate. The general information gathered was that small factories were paying no separate dearness allowance.

Bombay City and its Suburbs—All large and only a few small factories were found to be paying a separate dearness allowance to their employees. Thus it is estimated that the percentage of factories paying a separate dearness allowance was nearly 47. Those which paid a separate allowance were paying it at the rate fixed by the Industrial Court, Bombay in its award dated 17th January 1955. The rate fixed was as follows:—

<i>Bombay City Consumer Price Index Number</i>	<i>Rate</i>
(a) For Index Number over 105 and up to 324.	1·9 pies per point per day.
(b) For Index Number between 325 and 335.	An increase of 5 per cent of the d.a. payable under (a) above.
(c) For Index number between 336 and 350.	An increase of 7½ per cent of the d.a. payable under (a) above.
(d) For Index Number between 350 and 400.	An increase of 10 per cent. of the d.a. payable under (a) above.

The allowance paid to clerks in the member mills of the Bombay Mill-owners' Association was regulated by an award of the Appellate Tribunal. The rate was as follows:

<i>Basic Salary</i>	<i>Rate</i>
Up to Rs. 100	Operative's d.a. plus Rs. 7·50.
Between Rs. 101 to Rs. 200	Operative's d.a. plus Rs. 15·00.
„ Rs. 201 to Rs. 300	Operative's d.a. plus Rs. 22·50.
Over Rs. 300	Operative's d.a. plus Rs. 25·00.

The dearness allowance paid to technical and supervisory staff was regulated by an award of the Industrial Court Bombay which was in terms of an agreement reached between the Rashtriya Mill Mazdoor Sangh and the Mill-owners' Association, Bombay in May 1956. The rate fixed varied from a minimum of Rs. 55 in case the Bombay Consumer Price Index ranged between 201 and 250 to Rs. 85 if the Index Number ranged between 351 and 400.

Coimbatore—So far as large size factories are concerned it was found that all of them were paying dearness allowance in terms of an agreement reached between the Southern India Millowners' Association and various trade unions of workers in September 1956. Under this agreement, commonly known as the "Coimbatore Agreement," workers were entitled to dearness allowance at the rate of Annas 3 per point of rise over 100 in the Consumer Price Index Number for Madras. In regard to clerical and supervisory staff the rate of dearness allowance was fixed separately for persons in different grades. For those in Grade

VI and VII the agreement provided for payment of dearness allowance at the same rate as for workers. For others it provided that the allowance should be paid only if the Index Number was above 160. For those in Grades I to III the rate was Rs. 5.50 for every 10 points above 160 and for the rest it was Rs. 1.50 for every 10 points.

Majority of small factories surveyed were found to be paying only consolidated wages. Among those which paid a separate dearness allowance all, except one, paid it to all workers as per the Coimbatore agreement mentioned above. In the remaining factory the allowance was paid only to professional, technical, managerial personnel and clerical as well as watch and ward staff. The amount paid was not linked to the Consumer Price Index Number and the rate varied according to income groups.

Thus it is estimated that only about 65 per cent. of all cotton textile factories in this centre paid a separate dearness allowance to their employees. Of the factories paying such an allowance in nearly 92 per cent. the amount paid was linked to Consumer Price Index Number and in the rest it was paid at a flat rate varying according to income groups.

Howrah and Calcutta—On the basis of the data collected during the Survey it is estimated that only about 70 per cent. of cotton mills in this centre were paying a separate dearness allowance to their employees and none of them had linked it to Consumer Price Index Number. So far as large factories are concerned it was found that all were paying dearness allowance in terms of the 1958 award of the Industrial Tribunal mentioned earlier. Some of the small factories were also making payments in the terms of the award and the rest were paying only consolidated wages.

Indore—It is reported that all the mills in Indore are paying dearness allowance since July 1940. With effect from 1st April 1942 and till the time of the Survey the amount paid was based on three-monthly average of the Consumer Price Index Numbers for Bombay, Ahmedabad and Sholapur. The rate of payment was 3½ Annas per point between 101 and 130 and Annas 3 thereafter. The payment was being made at a uniform rate to all categories of workers irrespective of their basic wages.

Kanpur—At the time of the Survey it is estimated that nearly 81 per cent. of the factories were paying dearness allowance to their workers. The payment everywhere was linked to the Kanpur Consumer Price Index Number and the rate was as follows—

Index Number	Rate per point per month
126 to 00	Annas 3
201 to 300	Annas 2.8
301 to 400	Annas 2.7
401 to 500	Annas 2.5
501 to 600	Annas 2.3

On this basis workers received Rs. 60.15 as dearness allowance in December 1959. The units which did not pay dearness allowance were all small establishments.

Madurai and Ramanathapuram—It is estimated that nearly 78 per cent. of the factories in this centre were paying dearness allowance at the time of the Survey. Of those paying a separate dearness allowance, in about 61 per cent. the amount paid to production workers was linked to Consumer Price Index Number for Madras, in 19 per cent. all employees were paid at a flat rate and in the rest some were paid at a flat rate and others at rates varying according to income groups. Where payments were linked to Consumer Price Index, workers were being paid at the rate of 2½ or 3 annas per point of rise in the Madras Consumer Price Index Number above 100.

Nagpur—In Nagpur the system of paying dearness allowance was noticed only in large size factories and in all of them the payment was linked to the Nagpur Consumer Price Index Number. The rate of payment was 1·2 pies per day per point of rise above 100. All small factories covered were found to be paying only consolidated wages. Thus it is estimated that nearly 38 per cent. of the factories were paying a separate dearness allowance to their workers at the time of the Survey.

Sholapur—As in Nagpur, in Sholapur City also workers employed in large factories alone were being paid dearness allowance. When the Survey was conducted, the dearness allowance payable in large factories was regulated by an award of the Industrial Court, Bombay, dated 27th January, 1949. Under this award the court directed 66½ per cent. centralisation in the rise in the cost of living for persons drawing a basic pay of Rs. 26 per month and accordingly fixed the rate of dearness allowance at 1·75 pies per day per point of rise in the Sholapur Consumer Price Index Number above 73. A few years after the award there was a crisis in the textile industry in this centre and some of the units closed down. As this caused unemployment and consequent hardship for workers, attempts were made to reopen the mills. To make the working of the mills economic workers offered to accept a cut in their wages and dearness allowance. Of the two sampled units in Sholapur City one was restarted by the Government of Bombay in March 1958 under the Unemployment Relief Scheme. The employees voluntarily agreed to a 33·3 per cent. cut in basic wage and dearness allowance. The cut in basic wage was restored in May 1958 but the dearness allowance continued to be paid at 2/3rd of the awarded rate. This cut had its repercussion in other mills in the centre and led to a reference to the Industrial Court which gave an award in March 1958 fixing the dearness allowance at Rs. 1·50 per day. There were revisions in the rates from time to time in different mills. In October-November 1960, when three of the sampled mills in this centre were covered, one was paying dearness allowance at a flat rate of Rs. 1·50 per day to all workers and clerks, another mill was paying two-thirds of the rate awarded by Industrial Court in January 1949 and the third was paying Rs. 1·87 per day. Clerical staff in the last two mills were being paid operative's dearness allowance plus Rs. 4 to Rs. 12 per month depending upon their pay.

Since small factories predominated in the area and none of them paid dearness allowance the estimate for cotton factories paying such an allowance works out to only 9·5 per cent.

Residual Group—Of the factories coming in this group only 28 per cent. were found to be paying a separate dearness allowance. Since the **Residual**

Group comprised factories scattered throughout the country a wide diversity in the method and rate of payment of dearness allowance was noticed. The system prevalent in the factories had the influence of the practice prevailing in the area or region where they were located. For instance, in factories located in Maharashtra, Gujarat, Madras or Kerala the dearness allowance paid was generally linked to Consumer Price Index Number. The rate, however, varied. On the other hand those in West Bengal paid at a flat rate. The system of paying consolidated wages mostly existed in small factories located in small towns. It is estimated that at the time of the Survey, of the factories paying a separate dearness allowance, about 53 per cent. based it on Consumer Price Index Number, nearly 13 per cent. paid at the rates varying according to income groups, about 25 per cent. paid at a flat rate and the rest used different methods for paying the allowance to different types of workers.

In the entire country it is estimated that about 38 per cent. of cotton textile factories paid a separate dearness allowance. Of these, in nearly 68 per cent. the amount paid was linked to Consumer Price Index Numbers, in 7 per cent. it was paid on the basis of income groups, in 17 per cent. at a flat rate and in the rest either on the discretion of the managements or on different basis for different groups of employees.

3.5.2 *Production and Incentive Bonus*

The system of paying production or incentive bonus was not much in vogue in most of centres of the industry and even where in vogue it was applicable only to a limited categories of workers. That is the reason why this component of earnings constituted only a negligible proportion of the total.

3.5.3 *Night Shift Allowance*

It is estimated that only 10.7 per cent. of cotton textile factories in the country were paying night shift allowance. The only centres where none of the factories covered were found to be paying such an allowance were Howrah and Calcutta, Kanpur and Nagpur. At the time of the Survey all the factories covered in Ajmer and Jaipur were paying night shift allowance. The percentage of factories where such an allowance was paid in other centres was Madurai and Ramanathapuram 62, Coimbatore 44, Indore 43, Bangalore 25, Ahmedabad 7.4 and Sholapur 6. In the Residual Group the percentage was nearly 7 and in Bombay City and its Suburbs it was negligible.

In Ajmer and Jaipur though all the factories covered were paying the allowance, the payment was restricted to only a few employees.

In Madurai and Ramanathapuram, those factories where such an allowance was being paid, generally, all workers, and in some even watch and ward employees, were entitled to this allowance. The payment in all the factories was made at the rate of 25 per cent. of basic wage. In some units it was paid if the worker worked in the shift extending beyond midnight, while in others it was paid for work during hours between midnight and 6 or 7 A.M. The scope, rate of payment and conditions of payment in Coimbatore was the same as in Madurai and Ramanathapuram. In Indore, only Head Jobbers were being paid night shift allowance at the discretion of the management. In Bangalore all workers were paid night shift allowance at the rate of one anna

per night shift, but if the night shift hour extended beyond 3 A.M. they were paid two annas. In Sholapur, only night shift clerks and piece-rated workers were being paid the allowance. Night shift clerks were paid Rs. 7 per month if they were required to attend during 10 A.M. and 7 A.M. Piece-rated workers in one factory were being paid 20 per cent of basic wages extra whenever they worked in night shift. In Ahmedabad only Pay Clerks and/or Compounders in a few factories were paid Rs. 15 to Rs. 25 per month as night shift allowance. Of the factories paying such an allowance in the Residual Group, most paid it to all production workers while the rest to only a few employees like Jobbers, Electrical Foremen, Roto Winders and Reelers. The amount paid varied from unit to unit. Since in many of the centres the total amount paid or the number of workers affected was small, this component has not been reflected in Statement 3·8.

3·5·4 *House Rent Allowance*

Very few factories paid house rent allowance and even where paid the payment was restricted to only some employees generally belonging to the group 'Watch and Ward and Other Services', Clerical Staff or to some member of the Supervisory, administrative or technical staff. In the country as a whole it is estimated that, only 6 per cent. of the factories were paying this allowance. The only centres where none of the factories covered were found to be paying such an allowance were Bangalore, Indore, Madurai-Ramanathapuram and Nagpur. In Ajmer and Jaipur centre all the factories surveyed were paying the allowance only to watch and ward staff at the rate of Rs. 2·50 per month, if living within the factory premises, otherwise Rs. 4·50 per month. In Kanpur, it is estimated that nearly 40 per cent. of the factories paid house rent allowance. In some only a few members of the clerical, supervisory and technical staff were being paid the allowance, which varied from Rs. 5 to Rs. 50 per month. In others only Weaving Masters were being paid Rs. 30 per month. In Howrah and Calcutta also nearly 30 per cent. of factories were paying the allowance. Some of them paid Rs. 50 per month to Spinning Masters, while others paid a sum ranging from Rs. 5 to Rs. 25 per month to clerical and supervisory staff. In every case payment was made only till such time as the management did not provide housing accommodation. Very few factories (*i.e.*, about 7%) in Ahmedabad paid house rent allowance. While in some payment ranging from Rs. 30 to Rs. 50 was being made to some staff members in others only permanent watch and ward staff were being paid Rs. 4 per month if they were not provided houses by the management. In Coimbatore, nearly 10 per cent. of the factories were paying house rent allowance to certain employees other than production workers and the amount paid varied from Rs. 7 to Rs. 40 per month. Only about 6 per cent. of the factories in Bombay City and its Suburbs, all of whom were large establishments, were paying Rs. 1·25 to Rs. 5 per month to either all or some members of watch and ward staff. In Sholapur only one factory was found to be paying Rs. 50 per month to its Office Superintendent. Of the factories in the Residual Group only a few paid such an allowance and that too mostly to only a limited number of employees.

Since only a few factories paid the allowance and that too to a limited number of employees, its share in the total earnings was almost nil.

3.5.5 *Transport Allowance*

The system of paying transport allowance was almost non-existent in the industry. Only a few factories in Madurai-Ramanathapuram, Coimbatore, Ahmedabad, Bombay and the Residual Group paid such an allowance to a very limited number of their employees, e.g., Managers, Engineers, Spinning and Weaving Masters, Purchase Officers, Sales Clerks, Stores Clerks. The amount paid varied from Rs. 5 to Rs. 250 per month. These factories accounted for a very small percentage of the total cotton factories in the country. The percentage of factories paying such an allowance was 16 in Madurai-Ramanathapuram and 11 each in Coimbatore and Ahmedabad. Elsewhere it was rather insignificant.

3.5.6 *Overtime Pay*

Payments made for overtime work were reflected in the earning of workers in all the centres, except Kanpur, but its share to the total everywhere was negligible.

3.5.7 *Other Allowances and Payments*

Other payments made to workers, etc., were in the nature of attendance bonus, personal allowance, cash handling allowance, typing or machine allowance, etc., and were being paid generally to certain employees, nearly 7 per cent. of the factories in the country.

Attendance bonus was being paid in only one sampled factory each in Howrah and Calcutta Centre and Indore and six in the Residual Group. In the Howrah and Calcutta factory, all production workers as well as watch and ward staff were being paid Re. 1 per fortnight for full attendance during the fortnight. In the Indore factory, Doffers, Drawing, Stubbing and Inter Tenters alone were being paid bonus. For full attendance during any month they were paid Re. 1. If there was one absence the amount was reduced to Re. 0.50 and further to Re. 0.25 if there were two absences. Of the six factories in the Residual Group, only one was paying such a bonus at the rate of Rs. 2 per month to all workers for full attendance. In the rest, only certain employees were being paid attendance bonus. Some of them paid a fixed amount ranging from Re. 0.19 per week to Rs. 15 per month for full attendance during the week or the month, as the case may be. In some cases a reduced amount was paid depending upon the number of absences.

3.6 *Festival and year-end Bonus*

According to the available information cotton textile mill workers in Ahmedabad are receiving bonus since the period of the Second World War. Initially the payment was regulated by agreements between the Ahmedabad Millowners' Association and the Textile Labour Association, but later on the matter became almost a regular issue to be decided by Industrial Courts each year. In June 1955 the Millowners' Association and the Textile Labour Association entered into an agreement concerning bonus claims in respect of five years i.e., 1953 to 1957. It provided for payment of bonus from the available surplus* at a rate of not less than 4.8 per cent. and not more than 25 per cent. of the basic wages earned. Provision was also made for "set-on" "set-off". If

* i.e., Surplus profit after making provision for all prior charges e.g. depreciation, development rebato, taxes, return on paid up capital.

in any year the available surplus of profit was such that it permitted payment of bonus at a rate higher than the ceiling of 25 per cent. the mill could set aside a part of the residue not exceeding 25 per cent. of basic wages to a 'reserve' for bonus for "set-on" adjustment in subsequent years. Mills whose profit was not adequate to provide for all prior charges or which suffered a loss were required to pay a minimum bonus of 4.8 per cent. of the basic wages earned without creating a precedent and they were entitled to "set-off" the amount so paid against the amount of bonus that may be payable in future years. Till the year 1957 bonus was paid by member mills of the Ahmedabad Millowners' Association according to the terms of the agreement. When the time came for payment of bonus for the year 1958 there was some disagreement between the managements and workers and ultimately the matter had to be placed before the industrial Court, Bombay. The court gave its award in January 1960 extending the Five-year Bonus Pact by one year without any modification. Consequently, all the member mills of the Millowners' Association, except 18, paid the 1958 bonus in 1960. The question of payment of bonus by the 18 mills was under examination of the Supreme Court, to which the mills had preferred an appeal, when the Survey was conducted.

It is estimated that at the time of the Survey nearly 65 per cent. of the mills in Ahmedabad had paid bonus to their employees for the preceding financial year. Most of the mills which had paid bonus were the member mills of the Ahmedabad Millowners' Association. Those which had not paid were very small establishments. So far as member mills of the Millowners' Association were concerned the payment was in terms of the 1955 Agreement and the rate of payment ranged from 4.8 per cent. to 25 per cent. of basic wages. Of the other factories, some paid half a month's consolidated wages and others a uniform sum of Rs. 25 to all workers.

Ajmer and Jaipur—The system of paying annual bonus to employees does not seem to be popular at all in mills in this centre. The Ajmer Cotton Textile Labour Enquiry Committee (1956) as well as the Rajasthan Cotton Textile Enquiry Committee (1956) had examined this subject but only recommended that the matter should be settled by mutual negotiation. At the time of the Survey none of the factories covered had paid any bonus.

Bangalore—General information collected in the course of the Survey indicate that the system of paying bonus was in vogue in only large factories in the area. All of them paid it half yearly. It is reported that two of the three large factories in Bangalore City paid 10 per cent. of basic wages to their employees while the remaining factory paid 1½ months' wages. The payments related to the year 1959. The percentage of factories which had paid bonus to their employees at the time of the Survey is estimated to be 25.

Bombay City and its Suburbs—The system of payment of bonus to workers in cotton textile mills in Bombay City and its Suburbs can be traced back to war years. It is being paid more or less regularly since 1941. It is reported that bonus was also paid during the boom period after the First World War, but precise details are not available. During the period of the Second World War the managements gave some bonus to those of their employees who fulfilled certain qualifying conditions. Subsequently payment of bonus was regulated by awards of adjudicators. In January, 1956 the Millowners' Association,

Bombay and the Rashtriya Mill Mazdoor Sangh concluded a Five-Year Bonus Agreement covering payment of bonus for the years 1953 to 1957. The terms of the agreement were similar to the Ahmedabad agreement. In September 1960 the Association and the Sangh reached another agreement by virtue of which the Five-Year Agreement, with slight modifications, applied to the payment of bonus for the year 1958.

It is estimated that nearly 51 per cent. of cotton textile factories were paying bonus when the Survey was conducted. Among large sampled factories all, except one, which had been taken over by Government under the Unemployment Relief Scheme, were found to be paying bonus. The rate of payment ranged from 4.8 to 25 per cent. of basic wages. Thus most of the factories which were not paying bonus were small establishments. Of those small establishments which paid bonus, in nearly half payment was entirely on the basis of discretion of managements and in the rest it was either based on agreements between the parties or adjudication awards. In some of the factories a fixed amount ranging from Rs. 3 to Rs. 100 was paid at the discretion of the managements; in others payment was in terms of certain percentage of basic earnings.

Coimbatore—The information collected shows that at the time of the Survey nearly 69 per cent. of the factories were paying bonus to their employees. In most of the factories the system of paying bonus was introduced during the post-war years. None of them had any regular scheme. Generally speaking the question of bonus was being referred to Industrial Tribunals from year to year and payment was made in the terms of the awards. Of those which made bonus payments, in only about 15 per cent. payment was based on agreements between the parties, in 22 per cent. it was on the basis of discretion of the managements and in the rest it was the result of adjudication awards. Usually all workers were paid such bonus, but in a few units casual workers were debarred. The payments made for the last accounting year ranged from one to seven months' basic wages. Except for a few units, where a qualifying service of at least three months was prescribed, elsewhere no conditions were imposed. Full payment was made for full service during the bonus year. Those with a shorter period of service were paid in proportion to their service during the year.

Howrah and Calcutta—In 1948, the Industrial Tribunal appointed to adjudicate certain disputes between managements and workers of 36 cotton factories in the State evolved a scheme for payment of bonus to workers for the year 1947 and subsequent years. This scheme was, slightly modified by the Industrial Tribunal which was appointed in 1956 to settle disputes between managements and employees of 47 cotton factories in the State. Under its recommendation, every worker, including members of clerical staff, was entitled to receive bonus at the rate of one week's wages (including dearness allowance) for every 2 per cent. of the net dividend paid to the share holders for equity shares in any year. In the case of issue of bonus shares the rate of bonus to workers was to be increased correspondingly. The amount paid to workers was further linked to attendance during the year in question. Those who attended work on 240 or more days during the year were entitled to full payment. For lesser attendance the rate of payment was lower, and no payment was to be made to those whose attendance was less than 30 days.

At the time of the Survey this award was in force. However, not all the factories surveyed were covered by the award and since some of those which were covered by the award had not made profits only about 66 per cent. of the factories in the centre were found to have paid bonus for the preceding year. Generally speaking, the amounts paid were two weeks' basic wages and dearness allowance for full attendance.

Indore—During the course of the present Survey it was found that all the mills surveyed were paying bonus to their employees on the basis of mutual agreements. For the last financial year employees were paid 4·8 per cent. of the basic wages earned during the year.

Kanpur—The system of paying profit bonus is in vogue in cotton textile factories in Kanpur for a long time now. At the time of the Survey all, except one small factory, covered were paying such a bonus. Thus it is estimated that nearly 81 per cent. of the factories in this centre were paying bonus. In all the factories payment was made to only those who had put in at least a minimum number of attendances during the year. The qualifying days of attendances ranged from 30 to 80 and the rate of payment varied from Re. 0·06 to Re. 0·12 per rupee of basic wages earned during the bonus year. Of the factories which paid bonus, in nearly 75 per cent. it was paid on the basis of mutual agreements and in the rest at the discretion of the managements.

Madurai and Ramanathapuram—The practice of paying year-end or festival bonus was quite popular in this centre. It is estimated that nearly 93 per cent. of the factories were paying such a bonus at the time of the Survey. In nearly 59 per cent. of these factories the payment was made on the basis of agreements reached between managements and employees and in the rest at the discretion of managements. There was no uniformity in regard to scope, qualifying conditions and the rate of payment as between the different factories. While in some payment was made to all employees in others it was restricted to production workers. A few of the managements had not laid down any qualifying condition but in others the minimum qualifying service prescribed ranged from 3 to 10 months' service during the bonus year. Some of the managements paid bonus at a certain percentage (ranging from 8 to 42) of the basic wages earned during the year. A few paid Rs. 70 to Rs. 75 to those who had worked for 240 days during the year in question and others were paid a proportionate amount depending upon the number of days worked. In some of the factories a flat sum ranging from Rs. 10 to Rs. 25 was paid to workers depending upon the number of months worked by them during the bonus year.

Nagpur and Sholapur—None of the factories surveyed in these two centres were found to be paying any profit, year-end or festival bonus.

Residual Group—Among the factories which were scattered in different parts of the country not many were found to be paying any year-end or festival bonus. At the time of the Survey only about a third were found to have paid such bonuses to their employees. In majority of these units (54%) payment had been made on the basis of mutual agreements, in 26 per cent. of the cases bonus was paid at the discretion of the managements and in the rest it was in compliance to the directions of the adjudicating authorities. While some of the factories paid bonus to all their employees, others limited the payment to only production workers or permanent employees. Similarly,

no conditions were attached to payment in a few factories, while in others only those employees were entitled to payment who had put in some qualifying period of service during the bonus year. Thus qualifying service prescribed ranged from one month to full year. Some of the managements paid a certain percentage (ranging from 2 to 25) of basic wages earned during the year as bonus. In such cases generally no qualifying period of service was insisted upon. In other factories a fixed amount ranging from half to 3 months' basic wages was paid. Usually in these factories full amount was paid to those who had put a full year's service and others were paid in proportion to their attendances during the bonus year.

3.7 Fines and Deductions

The following Statement 3.9 shows the estimated proportion of factories imposing fines and the other connected details in respect of each centre.

STATEMENT 3.9

Estimated Proportion of Cotton Textile Factories Imposing Fines, Making Deductions, etc. in 1960-61

Centre	Number of factories	Percentage of factories			
		Imposing fines	Exhibiting notices	Having approved lists of acts, etc., for fines	Maintaining fines registers
(1)	(2)	(3)	(4)	(5)	(6)
1. Ahmedabad	111	57.7	93.3	93.3	93.3
2. Ajmer and Jaipur	4	..	..	..	..
3. Bangalore	16	25.0	..	100.0	100.0
4. Bombay City and its Suburbs ..	189	28.6	94.4	100.0	94.4
5. Coimbatore	99	35.9	69.9	100.0	100.0
6. Howrah and Calcutta	35	40.9	100.0	100.0	100.0
7. Indore	7	100.0	14.3	85.7	85.7
8. Kanpur	13	..	..	..	..
9. Madurai and Ramanathapuram	35	77.7	100.0	100.0	100.0
10. Nagpur	13	38.5	100.0	100.0	100.0
11. Sholapur	84	6.4	50.1	100.0	100.0
12. Residual	795	14.3	84.1	97.4	89.4
13. All-India	1,401	23.5	85.3	97.5	93.8

Except for Indore, Madurai-Ramanathapuram and Ahmedabad elsewhere not many factories were imposing fines. As would be seen from the above Statement, barring a few factories, all had duly approved lists of acts of commissions or omissions on which fines could be imposed and they maintained the prescribed registers. However, in several centres quite a number of establishments had not displayed the approved lists as required by law. Everywhere fines imposed were within the prescribed limits. None of the factories surveyed was found to be making deductions.

CHAPTER IV

WORKING CONDITIONS

4.1 Shifts

The following Statement shows the distribution of cotton textile factories according to the number of shifts worked as also the percentage of factories working night shifts in the various centres:

STATEMENT 4.1
Estimated Percentage of Cotton Textile Factories According to Number of Shifts Worked, etc.
(1960-61)

Centre	No. of factories	Percentage of factories having			Percentage of factories having night shift*
		One shift	Two shifts	Three shifts	
(1)	(2)	(3)	(4)	(5)	(6)
1. Ahmedabad	111	23.1	11.5	65.4	65.4
2. Ajmer and Jaipur	4	..	50.0	50.0	50.0
3. Bangalore	16	75.0	..	25.0	25.0
4. Bombay City and its Suburb: ..	189	44.5	16.6	38.9	41.8
5. Coimbatore	99	20.2	33.8	46.0	51.0
6. Howrah and Calcutta	35	..	29.5	70.5	70.5
7. Indore	7	14.3	42.9	42.8	42.8
8. Kanpur	13	..	19.2	80.8	80.8
9. Madurai and Ramanathapuram	35	7.4	15.7	76.9	76.9
10. Nagpur	13	61.5	..	38.5	38.5
11. Sholapur	84	80.4	13.2	6.4	6.4
12. Residual	795	57.8	12.0	30.2	30.9
13. All-India	1,401	48.6	14.8	36.6	37.8

* For the purposes of the Survey a night shift was treated as one whose majority of working hours fell between 10 P.M. and 6 A.M.

Majority of the factories in all the centres except Bangalore, Nagpur, Sholapur and the Residual Group, worked more than one shift. Thus in the country as a whole about 48 per cent. of the factories worked one shift, 15 per cent. two shifts and 37 per cent. three shifts. In every centre only small size factories were found to be working one-shift. The only exception being the Residual Group where some of the large factories were also found to be working one shift.

Nearly 38 per cent. of the factories in the country had night shifts. The proportion of factories working night shifts was the highest in Kanpur (81%).

4.2 Hours of Work

The information collected shows that the actual hours of work varied not only between factories in the same centre but often between different shifts of the same factory working more than one shift. Consequently, it is not possible

to give a complete description of distribution of factories according to the hours of work. However, an analysis has been done on the basis of the hours of work of the majority of workers in each factory and is presented in Statement 4-2.

STATEMENT 4
Daily Hours of Work in Cotton and Jute Factories
(1960-61)

Centre	No. of factories	Estimated percentage of factories where daily hours of work for majority of workers were for		
		Adults		
		Less than 8	Equal to 8	More than 8
(1)	(2)		(4)	(5)
1. Ahmedabad	111		100.0	..
2. Ajmer and Jaipur ..	4		100.0	..
3. Bangalore	16		100.0	..
4. Bombay City and its Suburbs	189		95.4	..
5. Coimbatore	99		100.0	..
6. Howrah and Calcutta ..	35		100.0	..
7. Indore	7		100.0	..
8. Kanpur	13	39.8	60.2	..
9. Madurai and Ramanathapuram	35	14.0	85.1	..
10. Nagpur	13	61.5	38.5	..
11. Sholapur	84	3.2	86.8	10.0
12. Residual	795	16.0	82.2	1.8
13. All-India	1,401	11.2	87.2	1.6

Centre	Estimated percentage of factories where daily hours of work for majority of workers were for				Percentage of factories where night shift hours were		
	Children				Up to 6	Over 6 and up to 7	Over 7 and up to 8
	Up to 4½	Over 4½ but less than 8	Equal to 8	More than 8 hours			
	(6)	(7)	(8)	(9)	(10)	(11)	(12)
1. Ahmedabad	100.0	..	..	100.0	..
2. Ajmer and Jaipur	100.0	..
3. Bangalore	100.0
4. Bombay City and its Suburbs	14.2	74.9	10.9
5. Coimbatore	64.7	25.4	9.9
6. Howrah and Calcutta	100.0
7. Indore	100.0	..
8. Kanpur	50.8	49.2
9. Madurai and Ramanathapuram	10.2	19.9	69.9
10. Nagpur	100.0	..
11. Sholapur	75.0	25.0	..	100.0	..
12. Residual	100.0	..	10.8	23.0	66.2
13. All-India	86.4	13.6	13.8	42.9	43.3

NOTE—Information given relates to persons covered under the Factories Act. Children employed in Coimbatore were not covered under the Act.

In approximately 87 per cent. of factories in the country the daily hours of work of majority of adult workers were 8, in nearly 11 per cent. they were less than 8 and in the rest they were more than 8. The actual daily hours of work were less than eight generally in those factories which had three shifts of eight hours each. Since workers got a rest interval of at least half an hour the actual working hours were usually $7\frac{1}{2}$. In some establishments working three shifts the spreadover of two day shifts was more than 8 hours and rest intervals were so fixed that the actual hours of work did not exceed 8; the night shift thus of a shorter duration. This is the reason why the percentage of factories working three shifts shown in Statement 4·1 does, not correspond with the percentage of factories working less than 8 hours shown in Statement 4·2.

In Ahmedabad all large factories worked three shifts. Two of these were day shifts with a spread over of $8\frac{1}{2}$ hours including a rest interval of half an hour. The third shift was a night shift with a spreadover of 7 hours including a rest interval of $\frac{1}{2}$ hour. Thus the actual hours of day shift workers were 8 and those of night shift workers were $6\frac{1}{2}$. Same was the practice in small factories working three shifts. Other smaller factories worked one or two shifts, and generally had an eight-hour working day.

In Ajmer and Jaipur the actual working hours were 8 for day shift workers and $6\frac{1}{2}$ for night shifts.

In Bangalore the daily hours of work of workers employed in all the factories covered were uniformly 8, whether they worked in the day or the night shift.

The practice in large size factories in Bombay City and its Suburbs was the same as in Ahmedabad. Smaller factories generally worked only one shift of 8 hours. A few which worked three shifts had fixed 8 hours of work for day shifts and 6 or $6\frac{1}{2}$ hours for night shifts.

In Coimbatore all the factories required their day shift employees to put in 8 hours of work. However, for night shift workers the actual hours of work varied from 5 to 8.

Day shifts in Howrah and Calcutta were invariably of 8 working hours but night shifts were only of $7\frac{1}{2}$ hours in all the factories having such shifts.

In Indore, only one of the factories covered was working night shift and workers employed in this shift had to work only for $6\frac{1}{2}$ hours. Actual hours of work in day shifts in this as well as other factories were 8. In Kanpur also the hours of work for day shift were found to be either $7\frac{1}{2}$ or 8 in all factories. Night shifts, were being worked in some of the factories and the working hours ranged from $6\frac{1}{2}$ to $7\frac{1}{2}$.

The general practice in Madurai and Ramanathapuram was that persons engaged in day shifts were required to work for 8 hours in a day but in a few factories only a $7\frac{1}{2}$ -hour day was prescribed. Night shift workers of most of the units had the advantage of reduced working hours which ranged from $5\frac{1}{2}$ to $7\frac{1}{2}$.

Only large size factories in Nagpur worked three shifts. Two of these were of 8 hours whereas the third, which was night shift, was only of $6\frac{1}{2}$ hours. Small factories in this centre worked only one shift of 8 hours.

In Sholapur all small factories worked only one shift and, except for a few where daily and weekly hours were 9 and 54 respectively, all had an 8-hour day and a 48-hour week. Both the large factories surveyed were working 3 shifts. In one of these night shift hours were $6\frac{1}{2}$ and day shifts were of 8 hours each. In the other factory one day shift was of 7 hours and the other was of 8 hours. Night shift workers were required to work only $6\frac{1}{2}$ hours.

The general practice in factories in the Residual Group was to work 8-hour day shifts and $6\frac{1}{2}$ to $7\frac{1}{2}$ night shifts.

Nearly 85 per cent. of the factories working night shifts had a regular system of transferring workers from night to day shifts and *vice-versa*. In Ahmedabad, about 88 per cent. of the factories working night shift had a regular system of changeover and all of them effected the change once in a month. No regular system existed in any of the factories in Ajmer and Jaipur. In Bangalore, one-fourth of the factories worked night shifts and all of them effected changes once after every 12 days. In Bombay City and its Suburbs, the universal practice was to transfer workers from night shift to day shift once in a month. In Coimbatore also all the factories had a regular system of effecting change-over but the duration after which it was done was a week. The Survey shows that most of the factories in Howrah and Calcutta did not have any regular system of transferring workers from night shift to day shift. It is estimated that a regular system existed in only 16 per cent. of the factories and in these the change-over was effected generally once in three months.

All the factories working night shifts in Kanpur, Madurai and Ramanathapuram, Nagpur and Sholapur had a regular system of effecting change-overs. On the other hand in Indore no such regular arrangement existed at all. In nearly 75 per cent. of the factories in Kanpur the change was effected once in a fortnight and in the rest after a week. The universal practice in Madurai and Ramanathapuram was to transfer workers from one shift to another once in a week. In Nagpur and Sholapur on the other hand all factories effected changes once in a month. In the Residual Group regular arrangements existed in about 81 per cent. of the factories working night shifts. Of those having such a system, about 45 per cent. effected the change-over once in a month, about 27 per cent. once in a fortnight and nearly 28 per cent. once in a week. The overall distribution of factories in the country working night shift and having a regular system of effecting change-over was as follows: Month 54 per cent., fortnight 15 per cent. week 30 per cent., and other periods 1 per cent.

As mentioned above more or less every where night shift workers enjoyed the benefit of reduced hours of work. An almost universal practice was to pay them at the rates of standard shifts i.e., of 8 hours. In the case of piece-rated employees the piece rates were increased to compensate them for shorter working hours. Some of the managements were supplying free tea or paying certain allowances to persons employed in night shifts. Of the factories working night shift, about 13 per cent. in the entire country were supplying free tea to night

shift workers. The percentage of factories working night shift and providing such an amenity in different centres was Bangalore 100; Madurai and Ramana-thapuram 90, Residual Group 16 and Coimbatore 6. The system of paying certain allowances was noticed only in few stray factories. For instance, in one factory in Bombay, Head Jobbers were being paid night shift allowance at the rate of Rs. 15 to Rs. 30 per month whenever they worked in night shift. In the Residual Group, one factory was paying an allowance at the rate of Re. 0.09 to each worker per night shift worked.

Employment of children as production workers was reported in only a few small factories in Ahmedabad, Sholapur and the Residual Group. The Factories Act fixes the minimum age of employment at 14 and limits the hours of work of children to $4\frac{1}{2}$ per day. However, it was found that almost in every factory employing children these provisions were being overlooked. Children of tender age were employed and were required to work 8 to 9 hours per day, i.e., the same hours as adults. The managements did not have any certificates of fitness and in some cases they explained that children were actually not workers but were helping their parents.

Except for factories in the Ajmer and Jaipur centre, the hours of work of persons employed through contractors were the same as for departmental labour. In Ajmer and Jaipur one of the sampled factories employed contract labour for unloading of coal. The hours of work of these workers were not fixed.

All the factories granted a rest interval to their employees. Only workers who did not get any rest interval were night shift operatives in some of the factories in Coimbatore who were required to work a 5 to 6-hour night shift. The general practice everywhere was to allow a rest interval of half an hour. Some of the factories allowed even much longer rest periods. For instance, in Sholapur most of the small factories allowed 2 to 3 hours' rest. In Howrah and Calcutta, day shift workers were generally allowed a minimum of 3 hours' break and in a few factories the break was of 4 hours.

The spreadover of working hours varied depending upon the number of hours workers were required to work and the duration of rest intervals. Generally the spreadover ranged between $8\frac{1}{2}$ and 10 hours in all factories i.e., within the statutory limit of $10\frac{1}{2}$. However, in about 5 per cent. of factories in Coimbatore, nearly 82 per cent. in Howrah and Calcutta, 15 per cent. in Sholapur, and 3 per cent. in the Residual Group the spreadover ranged between 11 and 12 hours. Thus in the country as a whole it is estimated that the percentage of such factories was 5.2.

Since almost all the factories had uniform hours of work for all the days of a week and as all of them invariably allowed one weekly day of rest to their employees, the weekly hours of work were six times the daily hours in each factory. Only a few small factories in Sholapur and the Residual Group were found to be disregarding the prescribed limit of 48-hour week. Generally speaking, the weekly hours of day shift workers were 48 and those of night shift workers ranged between 36 and 39. Statement 4.3 shows the distribution of

factories according to the duration of spreadover and rest intervals and also the percentage of factories where hours of work were being properly observed.

STATEMENT 4.3

Distribution of Factories According to Duration of Spreadover, Rest Intervals etc.

(1960-61)

Centre	Number of factories	Estimated percentage of factories where						Timings were being observed
		Spreadover for adult workers was			Rest interval for adult workers was			
		Less than 8 hours	8 to 9 hours	More than 9 hours	Less than half an hour	Half to one hour	More than one hour	
		(3)	(4)	(5)	(6)	(7)	(8)	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1. Ahmedabad ..	111	..	100.0	..	..	100.0	..	100.0
2. Ajmer and Jaipur ..	4	..	100.0	..	..	100.0	..	100.0
3. Bangalore ..	16	..	75.0	25.0	..	75.0	25.0	50.0
4. Bombay City and its Suburbs ..	189	..	94.1	5.9	..	94.1	5.9	91.1
5. Coimbatore ..	99	..	76.9	23.1	..	71.9	28.1	100.0
6. Howrah and Calcutta ..	35	..	18.1	81.9	..	18.1	81.9	100.0
7. Indore ..	7	..	100.0	..	..	100.0	..	100.0
8. Kanpur ..	13	..	100.0	..	..	100.0	..	100.0
9. Madurai and Ramanathapuram ..	35	..	92.6	7.4	..	92.6	7.4	100.0
10. Nagpur ..	13	..	100.0	..	..	100.0	..	69.2
11. Sholapur ..	84	3.2	21.4	75.4	..	24.6	75.4	24.6
12. Residual ..	795	..	64.8	35.2	..	63.6	36.4	57.0
13. All-India ..	1,401	0.2	70.4	29.4	..	69.5	30.5	69.0

The Survey shows that except for a few factories in Bangalore, Bombay City and its Suburbs, Nagpur, Sholapur and the Residual Group everywhere managements were observing the timings properly. The defaulting establishments were all small factories. The greatest amount of default was noticed in Sholapur. It was found that small establishments usually did not display any notices of working hours and managements generally did not bother to enforce working hours or regulate periods of rest intervals specially because work was mostly done on a piece rate basis. At times workers were found to be living within the factory premises and came to work or stopped work any time they liked.

4.3 Dust and Fumes

The processes which cause considerable amount of dust in cotton textile manufacturing are generally mixing, blowing and carding. Since dusty processes are mostly confined to preparatory stages those factories which were engaged on processes, other than preparatory—such as weaving, printing, etc., were more or less free from dust nuisance. Almost all large factories in Ahmedabad and Bombay and many in other centres were found to have installed new machines which eliminated dust to a great extent. All factories covered in the

course of the Survey in Ajmer-Jaipur, Bangalore, Indore, Kanpur, Madurai-Ramanathapuram, Nagpur and Sholapur, where dusty processes were being carried on, the processes were found to have been isolated. Such steps had been taken in nearly 90 per cent. of the factories in Ahmedabad and Coimbatore, about 71 per cent. in Bombay City and its Suburbs and approximately 81 per cent. in the Residual Group. Thus in the country as a whole about 86 per cent. of the factories, it is estimated, had isolated dusty processes. Most of the factories had also installed local and/or general exhaust for eliminating dust. Nearly 10 per cent. of the concerned factories in Ahmedabad, about 33 per cent. in Coimbatore and Madurai-Ramanathapuram, and nearly 21 per cent. in the Residual Group, or about 19 per cent. in the country, as a whole, had provided dust masks to persons engaged in dusty processes. However, it was generally reported that workers were not using them. It was stated that workers were averse to using them and preferred to cover their mouth and nose with a piece of cloth. The general house-keeping of departments which had dusty processes was found to be unsatisfactory in majority of factories in Ajmer-Jaipur, about one-fifth of factories in Ahmedabad and the Residual Group and nearly one-third in Kanpur. Elsewhere they were good or satisfactory. Thus, it is estimated that, in the country as a whole house-keeping arrangements were found to be below the desired standard in about 12 per cent. of the factories having dusty processes.

Existence of fumes was reported in those departments where chemicals were being used for such purposes as dyeing, bleaching, etc. Except for some factories in Indore (50 per cent.), Kanpur (50 per cent.) and the Residual Group (10 per cent.) everywhere the concerned processes were completely isolated. Quite a large number of factories had installed local or general exhaust for arresting and eliminating fumes.

4.4 Seats for Workers

Section 44 of the Factories Act, 1948 requires managements to make suitable arrangements for sitting for all such workers who are obliged to do their work standing so that they may take advantage of any opportunities for rest which may occur in the course of work. In cotton textile factories except for a few processes all others have to be attended by workers while standing. On the basis of the information collected in the course of the Survey it is estimated that only about 15 per cent. of the factories, where work was being done by workers in a standing position, had provided some seats. The percentage of such factories in the different centres was Nagpur 30.8, Bombay City and its Suburbs 15.8, Howrah and Calcutta 11.4 and Ahmedabad 8. In the Residual Group the percentage was about 20. None of the factories surveyed in other centres had provided any seats.

The main argument given by the managements for not providing seats was that the work was of such a nature that it required constant movement and it did not provide any opportunity for sitting down. If seats were provided workers were bound to become lazy and thus production would suffer. Some of the managements said that workers could sit down on the floor of the work room and take rest, if they desired. A few stated that they allowed workers to go out

and sit in the canteen or rest shelters or to any other place in the factory compound for taking rest if they so wished. Managements of some of the factories pleaded shortage of space in work rooms and a few even stated that they were not aware of the law. Quite a few, specially in Coimbatore, argued that none of the factories in the area had provided seats and hence they also had not done so.

4.5. Trade Waste and Effluents

The problem of trade wastes and effluents was generally confined to those factories which used chemicals for certain processes like bleaching, dyeing, etc. The percentage of factories which reported trade wastes and effluents in the country was nearly 30. Approximately 64 per cent. of them discharged the effluents in public sewers or drains, about 9 per cent. in rivers, 4 per cent. in ponds and the rest in public lands, etc. All factories in Bangalore, Howrah and Calcutta, Kanpur, Nagpur and Sholapur were discharging effluents in public drains or sewers. In Ahmedabad as well as Bombay City and its Suburbs also, except for a very small proportion of factories which were using ponds, all were utilising public drains and sewers. Public lands, etc., were being used only by some of the factories in the Residual Group. In the country as a whole only about 31 per cent. of the factories treated effluents, etc., before disposing them of.

4.6 Conservancy

Statement 4.4 contains details relating to percentage of factories providing latrines and urinals' types conservancy arrangements, and other related details. From the information given it would be evident that most of the factories in the country had complied with the provisions of the law on the subject and provided latrines. The percentage of defaulting establishments was only 17. The

STATEMENT 4.4
Conservancy Arrangements in Cotton Textile Factories
(1960-61)

Centro	No. of factories	Estimated percentage of factories					
		Providing		Where Latrines were			
		Latrines	Urinals	Water Borne		Dry type	
				Sewers	Septic tanks	Bore-hole	Pans
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
1. Ahmedabad ..	111	88.5	76.9	65.9	26.1	..	4.0
2. Ajmer and Jaipur ..	4	100.0	100.0	..	..	..	100.0
3. Bangalore ..	16	100.0	75.0	25.0	..	50.0	25.0
4. Bombay City and its Suburbs ..	189	88.1	54.4	96.6	3.4	..	..
5. Coimbatore ..	99	100.0	29.5	..	55.4	20.2	15.8
6. Howrah and Calcutta ..	35	100.0	81.9	..	52.4	..	47.6
7. Indore ..	7	100.0	100.0	14.3	..	..	..
8. Kanpur ..	13	100.0	80.8	80.8	..	..	19.2
9. Madurai and Ramana-thapuram ..	35	100.0	92.6	..	69.4	7.4	7.5
10. Nagpur ..	13	100.0	38.5	50.0	50.0	..	..
11. Sholapur ..	84	87.7	30.1	..	10.9	23.4	65.7
12. Residual ..	795	75.0	48.7	11.4	20.7	9.1	49.9
13. All-India ..	1,401	82.6	53.4	27.3	23.0	8.8	34.2

STATEMENT 4-4

Contro	Estimated percentage of factories					
	Where Latrines were		Providing water taps near latrines	Where latrines were properly screened	Employing women and having separate arrangements for them	
	Dry type	Other types or combined types			Latrines	Urinals
	(9)	(10)	(11)	(12)	(13)	(14)
1. Ahmedabad	4.0	100.0	100.0	94.7	64.5
2. Ajmer and Jaipur	50.0	100.0	100.0	100.0
3. Bangalore	75.0	100.0	50.0	..
4. Bombay City and its Suburbs	83.2	100.0	86.3	21.9
5. Coimbatore	8.6	79.8	83.5	87.3	19.8
6. Howrah and Calcutta	52.4	100.0	100.0	100.0
7. Indore	85.7	100.0	100.0	100.0	100.0
8. Kanpur	100.0	100.0	50.1	50.1
9. Madurai and Ramanathapuram	15.7	92.6	100.0	100.0	50.0
10. Nagpur	69.2	100.0	100.0	100.0
11. Sholapur	71.8	100.0	22.8	9.9
12. Residual ..	6.4	2.5	56.7	98.5	61.6	35.0
13. All-India ..	3.3	3.4	69.2	97.8	67.5	34.3

default was noticed only in factories in Ahmedabad, Bombay City and its Suburbs, Sholapur and the Residual Group. The factories which had not provided latrines were invariably small undertakings. In all factories in Ajmer and Jaipur and in majority of the establishments in Bangalore, Sholapur and the Residual Group only dry type service latrines had been built; elsewhere they were water-borne sewer or septic tank type. With a few rare exceptions, every where latrines were *pucca* and permanent structures with impervious floors and plastered or tarred walls. Discrepancies in regard to floors and walls were noticed only in a negligible number of factories in the Residual Group.

The managements do not seem to have paid similar attention towards urinals. With the exception of Indore, Ajmer and Jaipur every where the percentage of factories providing urinals was lower. Thus as against 83 per cent of factories providing latrines only 53 per cent. in the country as a whole had urinals. Barring a negligible number of factories in Bombay City and its Suburbs and the Residual Group, every where urinals were of permanent structure.

Except for about 16 per cent. of factories in Coimbatore and a negligible proportion of units in the Residual Group, every where else latrines were properly screened. Of the factories providing urinals, in about 42 per cent. of factories in Madurai and Ramanathapuram, 36 per cent. in Howrah and Calcutta, 29 per cent. in Coimbatore, about 25 per cent. each in Kanpur and Sholapur, 19 per cent. in the Residual Group and 14 per cent. in Bombay City and its Suburbs proper arrangements had not been made for affording privacy. Thus, in the country as a whole, discrepancies in regard to screening of urinals were noticed in about 17 per cent. of factories providing urinals. The percentage of such factories in the case of latrines was negligible. The law requires that wherever women are employed separate latrine and urinal arrangements should be made

for them. It would be seen from Statement 4.4 that only about 67 per cent. of factories employing women had complied with this requirement in respect of latrines and 34 per cent. in regard to urinals.

The standard of maintenance of latrines and urinals in a sanitary condition varied from centre to centre and factory to factory. Generally speaking, satisfactory arrangements existed in all the factories covered in Indore. The other centres where a fairly high proportion of factories were paying adequate attention to sanitation were Madurai and Ramanathapuram (92 per cent.), Sholapur (84 per cent.) and Kanpur (81 per cent.). In Ajmer-Jaipur, Bombay City and its Suburbs, Coimbatore and the Residual Group satisfactory conditions were reported from 10 to 60 per cent. of the factories. Unsatisfactory arrangements were noticed in majority of factories in Ahmedabad as well as Howrah and Calcutta. The worst centres were Bangalore and Nagpur where insanitary conditions were found in 75 per cent. and 80 per cent. of units respectively. Thus, in the country as a whole satisfactory arrangements existed in only about 58 per cent. of the factories.

4.7 Leave and Holidays with Pay

Though under the Factories Act employers are under obligation to grant only annual leave (i.e. earned leave) with pay to their employees, nevertheless it was found in the course of the Survey that either as a result of agreements, adjudication awards, etc., or as a consequence of growth of convention quite a large number of cotton textile factories in the country were granting other types of leave with pay to their employees. Statement 4.5 shows the percentage of factories granting various types of leave and holidays with pay.

STATEMENT 4.5

Percentage of Cotton Textile Factories Granting Various Types of Leave with pay (1960-61)

Centre	No. of factories	Estimated percentage of factories granting			
		Earned leave (i.e., annual leave)	Casual leave	Sick leave	Festival or national holidays
(1)	(2)	(3)	(4)	(5)	(6)
1. Ahmedabad	111	84.6	58.0	53.9	47.8
2. Ajmer and Jaipur	4	100.0	100.0	..	100.0
3. Bangalore	16	25.0	25.0	..	50.0
4. Bombay City and its Suburbs ..	189	73.3	37.5	28.2	34.8
5. Coimbatore	99	89.9	51.0	7.9	100.0
6. Howrah and Calcutta	35	100.0	29.5	52.4	100.0
7. Indore	7	100.0	100.0	..	100.0
8. Kanpur	13	100.0	39.8	39.8	100.0
9. Madurai and Ramanathapuram ..	35	92.6	31.4	31.4	100.0
10. Nagpur	13	69.2	38.5	38.5	38.5
11. Sholapur	84	17.8	9.5	9.5	6.4
12. Residual	795	48.1	16.9	13.2	67.8
13. All-India	1,401	58.7	26.8	19.5	62.0

4.7.1 *Earned Leave*

The report of the Labour Investigation Committee shows that at the time of their enquiry, except for a few stray cases, there was no system of granting earned leave in cotton textile factories in the country. Since then, as a result of the amendment of the Factories Act, it is now incumbent on employers to grant annual leave to such of their workers who put in the prescribed qualifying period of service. At the time of the Survey, it is estimated that, 59 per cent. of the factories were granting earned leave. All the factories surveyed in Ajmer and Jaipur, Howrah and Calcutta, Indore, and Kanpur were found to be complying with the law. In other centres the proportion of defaulting factories varied. The extent of violation was greatest in Sholapur where nearly 82 per cent. of the factories were ignoring the law. In Bangalore also 75 per cent. of the factories were found to be defaulters. In the Residual Group and Nagpur also quite a few factories were not granting earned leave. Every where the defaulters were mainly small establishments. In the course of the Survey it was found that in nearly 32 per cent. of the factories in the Residual Group, 25 per cent. in Bangalore, about 12 per cent. each in Ahmedabad and Bombay City and its Suburbs managements were not granting leave to their employees and were paying wages *in lieu* of the leave due to them. It is estimated that in the country as a whole the percentage of such factories was nearly 21. Almost all the concerned factories were small establishments. Since leave granted to workers was on the basis of the provisions of the Factories Act, the period of leave, qualifying conditions, rate of payment, etc., were the same as prescribed under the Act.

In a large number of factories administrative, managerial, technical and clerical personnel enjoyed better privileges than those conferred under the Factories Act. For example, in Ahmedabad under an award (dated April 1958) of a Board of Arbitration, technical and supervisory staff of member mills of the Ahmedabad Millowners' Association were entitled to one month's privilege leave with full pay and allowances for every 11 months of active service. Similarly, clerical staff were entitled to privilege leave of one month with full pay and allowances after every 12 months' service under an award dated July 1958 of the Board of Arbitration. In Bombay also leave privileges of technical, supervisory and clerical staff were regulated by certain awards of the Industrial Court. All these employees were entitled to one month's leave on full pay and allowances after every 11 months of active service. The First Industrial Tribunal, W. Bengal by an award dated May 1958 directed 47 cotton textile mills in the State to grant 21 days privilege leave with full pay in a year to all clerical employees not covered under the Factories Act. In other centres almost all large factories and many small establishments granted 15 to 30 days earned leave on full pay to supervisory and clerical staff. The most common practice was to grant a month's leave after one year's service.

To assess the extent to which the benefit of privilege leave was enjoyed by workers information was collected regarding the number of workers in each sampled factory who enjoyed leave during 1959. Statement 4.6 shows the estimated average daily number of workers employed in cotton textile factories,

the percentage of workers who enjoyed leave and their distribution according to the number of days availed as leave.

STATEMENT 4.6

Estimated Proportion of Workers Granted Earned Leave with Pay During 1959

Centro		Estimated average daily number of workers emp- loyed in 1959	Estimated percentage of workers who enjoyed leave to the total employed	Percentage distribution of workers who enjoyed leave by period of leave enjoyed	
				Up to 5 days	6 to 10 days
(1)		(2)	(3)	(4)	(5)
1. Ahmedabad .. ..	..	1,45,766	88.7	6.5	9.0
2. Ajmer and Jaipur .. ..	..	4,610	72.2	2.5	7.7
3. Bangalore .. ..	..	6,592	90.4	3.1	7.5
4. Bombay City and its Suburbs ..	..	1,90,249	76.7	3.3	5.0
5. Coimbatore .. ..	..	45,652	91.9	2.8	18.4
6. Howrah and Calcutta .. ..	..	37,660	71.9	0.7	3.0
7. Indore .. ..	..	19,833	97.7	12.9	18.7
8. Kanpur .. ..	..	35,843	74.6	1.0	0.8
9. Madurai and Ramanathapuram	..	23,780	94.3	5.9	9.3
10. Nagpur .. ..	..	11,744	55.9	4.9	16.6
11. Sholapur .. ..	..	29,056	43.0	5.6	38.4
12. Residual .. ..	..	2,55,348	78.4	4.5	10.2
13. All-India .. ..	..	8,06,133	79.6	4.5	9.4

Centro		Percentage distribution of workers who enjoyed leave by period of leave enjoyed				
		11 to 15 days	16 to 20 days	21 to 25 days	25 to 30 days	over 30 days
		(6)	(7)	(8)	(9)	(10)
1. Ahmedabad .. ..	..	71.0	3.4	2.8	5.0	2.3
2. Ajmer and Jaipur .. ..	..	78.9	3.0	3.8	4.1	..
3. Bangalore .. ..	..	83.8	2.8	2.2	0.5	0.1
4. Bombay City and its Suburbs ..	..	61.2	4.6	4.1	18.1	3.7
5. Coimbatore .. ..	..	74.5	1.2	1.1	1.4	0.6
6. Howrah and Calcutta .. ..	..	92.2	1.7	1.4	0.8	0.2
7. Indore .. ..	..	57.8	0.4	7.1	2.1	1.0
8. Kanpur .. ..	..	91.0	1.0	1.4	4.6	0.2
9. Madurai and Ramanathapuram	..	81.4	0.7	0.3	0.7	1.7
10. Nagpur .. ..	..	70.4	7.0	1.1	..	..
11. Sholapur .. ..	..	52.5	0.9	1.0	0.5	1.1
12. Residual .. ..	..	72.7	6.4	2.8	2.6	0.8
13. All-India .. ..	..	71.0	4.1	2.9	6.4	1.7

It is estimated that during 1959 nearly 80 per cent. of the workers enjoyed earned leave with pay. The percentage of workers availing leave was the highest (98 per cent.) in Indore and the lowest in Sholapur (43 per cent.). In all the centres most of the workers enjoyed 11 to 15 days' leave. The percentage of workers in this group was 71 in the country as a whole. Workers availing 6 to 10 days accounted for about 9 per cent. of the total. The next important group was

26 to 30 days' which accounted for nearly 6 per cent. of workers availing leave. This figure is largely influenced by a high proportion (18 per cent) of workers in Bombay City and its Suburbs enjoying 26 to 30 days leave.

4.7.2 *Casual Leave*

Nearly 27 per cent. of the factories (Statement 4.5) had the system of granting casual leave with pay. But, except for a very few, all extended this benefit to only certain groups of employees e.g., technical, supervisory, administrative and clerical staff. In Ahmedabad, technical and supervisory staff of member mills of the Ahmedabad Millowners' Association were entitled to 15 days' casual leave in a year under an award of a Board of Arbitration. Similarly, clerical staff in these member mills were entitled to 10 days' casual leave in a year with full pay and allowances. Similar benefits were enjoyed by the above categories of employees in the member mills of the Millowners' Association, Bombay, under certain adjudication awards, etc. in Ajmer-Jaipur, all the factories covered were granting 15 days' leave with normal pay to their supervisory and clerical staff. In Bangalore, only one large factory was granting 10 days' casual leave on full pay to its clerical staff. Most of the factories in Coimbatore were allowing paid casual leave to certain categories of employees. The number of days allowed in a year ranged from 5 to 15. A few allowed even 30 days but they were not granting earned leave. Though the omnibus cotton textile award of 1958 in W. Bengal did not provide for the grant of paid casual leave, nevertheless, one of the small establishments covered in the course of the Survey was found to be allowing 6 days' casual leave to its employees after they completed 240 days' service. In Indore, all factories were granting 15 days' leave on full pay to their technical and managerial staff. Only 4 sampled factories in Madurai and Ramanathapuram were granting casual leave. All of them were large establishments and they granted 15 days' leave on full pay. In two of them, the privilege was enjoyed by office staff only, in one by clerical and supervisory staff and in the remaining by certain *Maistries* alone. Two factories in Kanpur were found to be granting such leave. In one 15 days' leave on normal pay was allowed to all monthly rated staff after 1 year's service. The other granted casual leave on full pay to its watch and ward staff but had not fixed the number of days. In Nagpur, all large establishments were granting 10 days' leave on normal pay to those employees who completed 1 year's service. Only a few large factories in Sholapur were found to be having a system of granting paid casual leave to their staff members or technical, clerical or supervisory personnel. The number of days allowed were 10 in a year but in one factory supervisory staff was allowed 15 days. In the Residual Group also generally clerical, technical and supervisory staff were being allowed paid casual leave by some of the factories. The number of days allowed ranged from 5 to 15 in a year. Only a small number of them stated that they extended this benefit to their production workers.

4.7.3. *Sick Leave*

Wherever the Employees' State Insurance Scheme was in force workers satisfying certain qualifying conditions were entitled to sick leave as well as cash and medical benefit from the Employees' State Insurance Corporation. At the time of the Survey the Scheme was in force in nearly 100 important

industrial centres including almost all pockets of concentration of cotton textile industry. Consequently, workers were enjoying sick leave under the Scheme. The following description relates to benefits granted by managements of factories not covered under the Scheme, or to employees outside the purview of the scheme or extra benefits to which employees were entitled.

None of the factories in Ajmer-Jaipur, Bangalore and Indore had any system of granting sick leave. Elsewhere usually such leave with pay was being allowed generally to only a limited categories of employees and the percentage of such factories in the country was about 20. Under certain awards of Board of Arbitration, to which a reference has been made earlier, technical, supervisory and clerical staff of member mills of the Ahmedabad, Millowners' Association were entitled to sick leave on half pay at the rate of one month for each year of service subject to a maximum of 12 months in all during the whole service. Similar benefit was enjoyed by technical and supervisory staff of the member mills of the Millowners' Association, Bombay. In Coimbatore, only two small factories were found to be granting sick leave. In one of them the matter was entirely at the discretion of the management while in the other only those clerical employees who had put in one year's service were being allowed 7 days' leave with full pay in a year. The Industrial Tribunal, W. Bengal in its award of June 1958 concerning dispute in 47 cotton textile factories in the State directed that all workers shall be entitled to 15 days' sick leave in a year on full pay till they were covered by the Employees' State Insurance Scheme. In Kanpur, only two of the factories allowed sick leave with full pay to some of their employees. In one of them all monthly rated employees, except watch and ward staff, were allowed 15 days' leave after 1 year's service. In the other factory the management claimed that they allowed sick leave to their watch and ward staff at their discretion and had not fixed the number of days. Only four large factories in Madurai and Ramanathapuram allowed 15 days' sick leave on normal pay either to their office staff and/or supervisory and technical staff. Only one of them had not prescribed any condition, the rest had laid down one year's service as the qualifying condition. In Nagpur and Sholapur also only large factories granted sick leave. All large factories covered in Nagpur allowed 14 days' leave on half pay after 1 year's service. In Sholapur, such a system was found to be existing in three large factories. One of them allowed 15 days' leave on half pay, while the rest granted one month's leave on half basic pay. In the Residual Group only a few factories allowed paid sick leave to all their employees. Mostly the benefit was restricted to non-production workers, e.g., clerks, technicians and supervisory staff. The number of days allowed ranged from 7 to 30. The usual condition attached was one year's service. In some of the factories the leave was on half pay but in others it was on full pay.

4.7.4 National and Festival Holidays

As would be evident from figures given in Statement 4.5 the system of granting national or festival holidays with pay was in vogue in all the centres of the industry. The practice was found to be universal in Ajmer-Jaipur, Coimbatore, Howrah-Calcutta, Indore, Kanpur and Madurai-Ramanathapuram. In other centres the percentage of factories granting such holidays

varied from 6.4 in Sholapur to 67.8 in the Residual Group. Statement 4.7 shows the distribution of factories according to the number of paid holidays allowed in a year in various centres.

STATEMENT 4.7

*National and Festival Holidays with Pay allowed in Cotton Textile Factories
(1960-61)*

Centro	No. of factories	Estimated percentage of factories granting festival and national holidays	Estimated percentage of factories where the No. of days allowed in a year was				
			Up to 5 days	Over 5 and up to 10 days	Over 10 and up to 15	Over 15	Not fixed
1	2	3	4	5	6	7	8
1. Ahmedabad	111	47.8	100.0	..	..	..	..
2. Ajmer and Jaipur ..	4	100.0	100.0	..	..	..	..
3. Bangalore	16	50.0	50.0	50.0	..	..	..
4. Bombay City and its Suburbs .	189	34.8	100.0	..	..	..	..
5. Coimbatore	99	100.0	10.1	89.9	..	..	..
6. Howrah and Calcutta ..	35	100.0	..	100.0	..	..	..
7. Indore	7	100.0	14.3	85.7	..	..	..
8. Kanpur	13	100.0	..	59.0	20.5	20.5	..
9. Madurai and Ramanathapuram ..	35	100.0	7.4	92.6	..	..	..
10. Nagpur	13	38.5	100.0	..	..	..	..
11. Sholapur	84	6.4	100.0	..	..	..	..
12. Residual	795	67.8	41.4	53.8	3.4	..	1.4
13. All India	1,401	62.0	43.1	53.4	2.4	0.3	0.8

In the country as a whole 53 per cent. of the factories granting paid national or festival holidays were allowing 6 to 10 days in a year and 43 per cent. were allowing not more than 5 days. In Ahmedabad 2 to 5 holidays were being granted. Some of the factories in this centre granted pay for such days to all employees while others paid to only permanent employees. Factories covered in Ajmer granted 2 paid holidays to all employees without any condition. In Bangalore, some of the factories allowed 3 holidays and others 7 in a year. None of them imposed any condition. Two to 4 days were being granted in some of the factories in Bombay City and its Suburbs. Some of the establishments paid for the holidays to all their employees, but others extended this benefit only to technical and clerical staff. Payment was made in a few factories to only those who attended work on the day preceding and/or following the holiday.

At the time of the Survey, under the Madras Industrial Establishments (National and Festival Holidays) Act, 1958, all industrial establishments in Madras State were under an obligation to grant 7 holidays on average pay to all those employees who completed 30 days' service in the establishment. Most of the cotton textile factories in Coimbatore and Madurai-Ramanathapuram, two of the centres covered in the course of the Survey in the State, were found to be following the above Act. However, a few of the smaller factories were found to be granting only 2 or 3 holidays.

In West Bengal, leave and holidays in 47 cotton textile factories were regulated by an award of an Industrial Tribunal given in May 1958. Under this award all employees were entitled to 9 holidays with full pay if they worked for the full day during the day preceding the holiday. Except for one factory, all others covered in the course of the Survey in Howrah and Calcutta were following the award. The unit which was the exception was allowing 8 days.

In Indore only one of the small factories covered allowed 2 holidays. The rest allowed 6 to 8 days. The general practice in Kanpur was to allow 6 holidays with pay to monthly paid employees. Some of the managements had prescribed the condition that the employee should be present on the preceding or succeeding the holiday before he could be entitled for pay for the holiday. Only large factories in Nagpur as well as Sholapur were granting holidays with pay to their employees. The concerned factories in Nagpur were allowing 4 holidays, whereas in Sholapur only one or two days were allowed in a year.

4.7.5 *Weekly Offs*

The Survey shows that all the factories were complying with the provisions of the Factories Act regarding the grant of a weekly day of rest to their employees. Such off days were without pay except for persons who were monthly rated.

CHAPTER V

WELFARE AND AMENITIES

In the Cotton Textile Industry, as in any other industry in the country, there are two types of welfare activities of employers—(a) obligatory, i.e., those which are prescribed under any labour law, and (b) voluntary, i.e., those amenities which are not statutory but which the employers have provided of their own accord either in a spirit of benevolence or as a moral obligation. In the course of the Survey information was collected on both the types of activities and the findings are discussed below.

(a) Obligatory

5.1 Drinking Water Facilities

At the time of the Survey all the factories, except a few in Bombay City and its Suburbs, Howrah and Calcutta and the Residual Group, had complied with the law and had made arrangements for the supply of drinking water to their employees. Details relating to the percentage of factories which had made arrangements and the type of arrangements made, etc., are given in the following Statement 5.1.

STATEMENT 5.1
Drinking Water facilities in Cotton Textile Factories
(1960-61)

Centro	No. of factories	Estimated percentage of factories where drinking water arrangements existed	Estimated percentage of factories where water supply arrangement was					Estimated percentage of factories making arrangements for cool water in summer
			Refrigerated water	Earthen pitchers	Earthen and buckets, drums, etc.	Tube-wells or wells	Only taps	
1	2	3	4	5	6	7	8	9
1. Ahmedabad ..	111	100.0	25.0	56.7	11.2	..	7.1	100.0
2. Ajmer and Jaipur ..	4	100.0	..	100.0	..	..	..	100.0
3. Bangalore ..	16	100.0	..	..	50.0	..	50.0	25.0
4. Bombay city and its Suburbs ..	189	97.0	19.6	42.8	29.4	..	8.2	94.1
5. Coimbatore ..	99	100.0	..	15.2	36.0	5.0	43.8	46.8
6. Howrah and Calcutta ..	35	81.9	..	..	..	58.1	41.9	11.4
7. Indore ..	7	100.0	14.3	..	85.7	..	..	100.0
8. Kanpur ..	13	100.0	..	..	..	..	100.0	100.0
9. Madurai and Ramanathapuram ..	35	100.0	15.7	22.7	30.6	..	31.0	69.9
10. Nagpur ..	13	100.0	..	61.5	..	..	38.5	100.0
11. Sholapur ..	84	100.0	..	..	11.4	..	88.6	17.8
12. Residual ..	795	89.0	1.3	36.2	15.6	13.4	33.5	58.9
13. All-India ..	1,401	82.9	6.1	33.2	19.0	9.0	32.7	63.4

Those factories which had no arrangements at all were invariably small establishments. In Howrah and Calcutta, the concerned factories were located

in compounds where there were some other small factories as well and the employees were utilising the arrangements existing in other factories. In the Residual Group, some of the factories were a part of the residence of the proprietors or very near them and therefore workers used the taps in the proprietor's residence.

From the information given in the Statement 5-1, it will be seen that majority of the factories had provided receptacles for the purpose, the most common being earthen pitchers. Except for a very few cases the receptacles were found to be neat and clean. In about one-third of the factories taps, connected with municipal mains had been provided for drinking water.

The Factories Act makes it obligatory for every factory employing more than 250 workers to make arrangements for the supply of cool drinking water during hot weather. It is estimated that at the time of the Survey the percentage of factories employing more than 250 workers was nearly 30. Of these nearly 82 per cent. had complied with the law. Besides these managements of a large number of other factories, which were not under any statutory obligation, also stated that they made arrangements for the supply of cool water during summer months. The predominant arrangement was in the form of earthen pitchers. In the industry as a whole only about 6 per cent. of the factories had installed mechanical coolers.

5.2 Washing Facilities

It is estimated that at the time of the Survey nearly 70 per cent. of the factories in the country had provided washing facilities to their employees. The details relating to the proportion of factories providing the facility, together with the type of arrangement made, are given in Statement 5-2.

STATEMENT 5-2
Washing Facilities in Cotton Textile Factories
(1960-61)

Centre	No. of factories	Estimated percentage of factories providing washing facilities	Percentage distribution of factories providing facilities according to type of facility				
			Troughs with taps or jets	Wash basins with taps	Taps on stand pipes	Water stored in receptacles	Others*
1	2	3	4	5	6	7	8
1. Ahmedabad ..	111	96.2	3.7†	11.3†	73.0	12.0	..
2. Ajmer and Jaipur ..	4	100.0	..	..	100.0	..	..
3. Bangalore ..	16	25.0	..	..	100.0	..	..
4. Bombay City and its Suburbs ..	189	77.6	6.1†	7.9†	78.3†	7.7†	..
5. Coimbatore ..	99	87.0	3.3	5.8†	81.8	9.1	..
6. Howrah and Calcutta ..	35	52.4	..	..	100.0	..	..
7. Indore ..	7	100.0	..	14.3	85.7	..	..
8. Kanpur ..	13	100.0	..	80.8	19.2	..	..
9. Madurai and Ramanathapuram ..	35	100.0	..	46.7†	53.3	..	..
10. Nagpur ..	13	100.0	..	..	38.5	61.5	..
11. Sholapur ..	84	87.7	..	3.6†	87.0	4.7	4.7
12. Residual ..	795	58.8	1.9†	4.5†	69.9	7.8	15.9
13. All India ..	1,401	69.6	2.5	8.2	73.1	8.2	8.0

*Relate to such arrangements as tube-wells, etc.

†Indicates predominant arrangements. Besides the type of facility in question there were some others also.

Except for Kanpur and Nagpur, everywhere taps on stand pipes were provided by the majority of the factories for washing purposes. In Kanpur wash basins fitted with taps was the predominant arrangement, whereas in Nagpur mostly water stored in receptacles was provided for the purpose.

Nearly 40 per cent. of the factories providing washing facilities were supplying some cleansing material (e.g., soap, soda, etc.) to their employees. Nearly three-fourths of such factories supplied only soap, about a fifth supplied soap as well as certain other items like towels, nail or rubber brush, and the rest supplied washing soda, soda ash, etc., for the purpose.

The Factories Act provides that wherever women are employed separate arrangements should be made for them. The information collected indicates that separate washing facilities had been provided in only about 31 per cent. of the factories employing women. In nearly 32 per cent. of these factories proper screening had not been done to afford privacy. The following Statement 5.3 contains centre-wise details relating to factories providing cleansing material as also those making separate arrangements for their women workers.

STATEMENT 5.3

Estimated Percentage of Factories Supplying Cleansing Material and Having Separate Washing Arrangements for Women (1960-61)

Centre	No. of factories	Estimated percentage of factories having washing facilities and supplying cleansing material	Percentage distribution of factories supplying cleansing material according to material supplied			Estimated percentage of factories		
			Soap only	Soap and other items	Other items (e.g., washing soda, soda ash, etc.)	Employing women	Employing women and providing separate washing facilities for them	Where separate facilities provided for women were properly screened*
1	2	3	4	5	6	7	8	9
1. Ahmedabad ..	111	41.4	91.1	8.9	..	73.1	44.7	11.8
2. Ajmer and Jaipur ..	4	..	..	..	..	100.0	..	..
3. Bangalore ..	16	100.0	100.0	..	..	100.0	25.0	100.0
4. Bombay City and its Suburbs ..	189	39.0	85.0	15.0	..	43.4	54.4	12.6
5. Coimbatore ..	99	56.3	63.3	20.6	16.1	79.8	54.0	56.6
6. Howrah and Calcutta ..	35	56.4	100.0	..	..	34.3	33.3	..
7. Indore ..	7	85.7	100.0	..	..	85.7	..	..
8. Kanpur ..	13	39.8	51.6	..	48.4	61.5	..	..
9. Madurai and Ramana- thapuram ..	35	23.1	34.0	..	66.0	54.6	14.4	..
10. Nagpur ..	13	..	..	..	..	38.5	50.0	100.0
11. Sholapur ..	84	11.9	69.7	30.3	..	95.9	6.6	50.1
12. Residual ..	795	41.3	69.0	31.0	..	45.0	27.0	38.5
13. All India ..	1,401	39.5	73.8	22.1	4.1	53.6	31.8	33.7

*The percentage relates to factories in Col. (8).

5.3 Bathing Facilities

In the Cotton Textile Industry manufacturing processes are quite clean and workers are not required to handle dirty materials. Consequently, bathing

arrangements for employees are not as necessary as in certain other industries. However, it was found in the course of the Survey that many factories had made arrangements. It is estimated that the percentage of such factories in the country as a whole was about 20. The following Statement 5.4 gives centre-wise details.

STATEMENT 5.4

*Estimated Percentage of Factories Providing Bath-Rooms
(1960-61)*

Centre	No. of factories	Estimated percentage of factories providing bath rooms	Estimated percentage of factories providing bath-rooms			
			Only for men	Only for women	Separately for men and women	Combined for men and women
1	2	3	4	5	6	7
1. Ahmedabad ..	111	61.6	18.2	5.8	69.8	6.2
2. Ajmer and Jaipur ..	4	50.0	..	100.0	..	..
3. Bangalore ..	16	..	..	..	..	..
4. Bombay City and its Suburbs ..	189	32.7	32.1	..	63.1	4.8
5. Coimbatore ..	99	15.8	81.9	..	18.1	..
6. Howrah and Calcutta ..	35	11.4	..	..	100.0	..
7. Indore ..	7	42.9	..	..	100.0	..
8. Kanpur ..	13	20.5	100.0	..	..	..
9. Madurai and Ramana-thapuram ..	35	47.1	100.0	..	..	..
10. Nagpur ..	13	38.5	100.0	..	..	..
11. Sholapur ..	84	31.0	10.2	..	10.2	79.6
12. Residual ..	795	9.3	39.9	4.0	38.2	17.9
13. All India ..	1,401	19.9	36.3	3.2	45.7	14.8

*Percentage relates to Col. (3).

The figures given in Statement 5.4 would show that the degree of attention paid by managements to bathing facility varied from centre to centre. On one end were the factories in Ahmedabad, where it is estimated that nearly 62 per cent. of them had bath-rooms, whereas in Bangalore not a single factory covered had provided such a facility. Only about 76 per cent. of the factories providing bath-rooms employed women also. Of these nearly 66 per cent. had made separate arrangements for their women employees. Except for some cases in Ahmedabad, Bombay City and its Suburbs, Coimbatore and in the Residual Group, every where bath-rooms were found to be clean.

5.4 Lockers

It is estimated that only about 3 per cent. of the factories had provided lockers for keeping clothing not worn during working hours. The percentage of factories providing such a facility was 7.4 in Ahmedabad and 10 in Coimbatore. Among other centres where lockers had been provided were Bombay City and its Suburbs, Sholapur and the Residual Group but the percentage of factories providing them was negligible.

5.5 Canteens

There was no statutory provision requiring employers to provide canteen when the Labour Investigation Committee conducted their enquiry. However, from their report it would appear that a large number of cotton textile factories surveyed by the Committee in Bombay City, Ahmedabad, Sholapur and Coimbatore and many in other centres had canteens. In the absence of any prescribed standards regarding equipment, hygiene, etc., many of them were found to be petty stalls, generally run by contractors or shopkeepers, where tea or coffee and some snacks were sold. In quite a few centres, specially in South India, the system of serving meals had also been started. A legal provision, authorising the State Governments to make rules requiring specified factories employing more than 250 workers to set up canteens, in conformity with prescribed standards and conditions, was incorporated for the first time in the Factories Act by virtue of an amending Act passed in 1947. Thus when the Survey was conducted there was a statutory provision on the subject.

On the basis of the data collected it is estimated that at the time of the Survey the percentage of cotton textile factories in the country employing more than 250 workers was nearly 30. Of these, it is estimated that nearly 88 per cent. had canteens. The defaulting establishments were found to be only in Coimbatore, Howrah and Calcutta and the Residual Group. Besides those which were under a statutory obligation to provide a canteen, it was found that some others had also provided this facility, but their number was rather negligible. If these factories are also taken into account, the percentage of cotton textile factories having canteens was nearly 28 in the entire country at the time of the Survey. The following Statement 5.5 shows the position in each centre.

STATEMENT 5.5
Estimated Percentage of Factories Having Canteens
(1960-61)

Centre	No. of factories	Estimated Percentage of factories			
		Employ- ing more than 250 workers	Employ- ing more than 250 workers and having canteens	Employ- ing 250 or less workers but having canteens	Having canteens whether under obligation or not
1	2	3	4	5	6
1. Ahmedabad	111	53.9	100.0	..	53.9
2. Ajmer and Jaipur	4	100.0	100.0	..	100.0
3. Bangalore	16	25.0	100.0	..	25.0
4. Bombay City and its Suburbs ..	189	37.7	100.0	5.9	43.6
5. Coimbatore	99	59.6	69.8	..	41.6
6. Howrah and Calcutta	35	52.4	65.5	..	34.3
7. Indore	7	85.7	100.0	14.3	100.0
8. Kanpur	13	61.5	100.0	..	61.5
9. Madurai and Ramanathapuram ..	35	47.1	100.0	15.3	62.4
10. Nagpur	13	38.5	100.0	..	38.5
11. Sholapur	84	9.5	100.0	..	9.5
12. Residual	795	19.9	82.1	0.9	17.3
13. All India	1,401	29.8	87.5	1.8	27.9

STATEMENT 5.6

*Agency for Running and Articles Sold in Canteens
(1960-61)*

Centre	Estimated Percentage of Canteens Which were run by				
	Manage- ments	Contrac- tors	Jointly by workers and manage- ments	Workers' co- operatives	By workers
1	2	3	4	5	6
1. Ahmedabad	7.1	26.8	..	66.1	..
2. Ajmer and Jaipur	50.0	..	50.0	..	..
3. Bangalore	100.0	..	..	..	..
4. Bombay City and its Suburbs ..	72.8	27.2	..	..	..
5. Coimbatore	93.1	..	6.9	..	..
6. Howrah and Calcutta	66.7	33.3	..	..	..
7. Indore .. ..	..	100.0	..	..	..
8. Kanpur	66.6	33.4	..	..	..
9. Madurai and Ramarathapuram	37.1	62.9	..	..	..
10. Nagpur	100.0	..	..	..	..
11. Sholapur	100.0	..	..	..	..
12. Residual	53.4	24.8	6.5	15.3	..
13. All India	55.4	25.6	3.5	15.5	..

Centre	Which Sold		Where articles were sold at		
	Only tea coffee and snacks	Meals in addition to tea, snacks, etc.	Subsidised rates	No-profit no-loss	Market rates
	7	8	9	10	11
1. Ahmedabad	86.9	13.1	13.7	19.6	66.7
2. Ajmer and Jaipur	100.0	..	100.0	..	..
3. Bangalore .. ..	..	100.0	100.0	..	..
4. Bombay City and its Suburbs ..	68.2	31.8	47.3	28.6	24.1
5. Coimbatore	20.6	79.4	60.3	39.7	..
6. Howrah and Calcutta	100.0	..	33.3	..	66.7
7. Indore	100.0	..	..	..	100.0
8. Kanpur	33.4	66.6	33.4	33.4	33.2
9. Madurai and Ramanathapuram	25.2	74.8	25.2	11.9	62.9
10. Nagpur	100.0	..	100.0	..	..
11. Sholapur	66.6	33.4	..	66.6	33.4
12. Residual	67.8	32.2	27.2	39.3	33.5
13. All India	64.3	35.7	34.4	29.8	35.8

Statement 5·6 gives details relating to agencies running the canteens as also distribution of canteens according to types of items sold, etc. It would be seen that nearly 36 per cent. of the factories having canteens had arrangements for serving meals and in the rest only snacks, tea and/or coffee, etc., were being sold. The system of serving meals was generally more popular in centres in South India than elsewhere. In nearly one-third of the factories items were sold in canteens at a subsidised rate and in almost equal number market price was being charged. Only in about 30 per cent. of the factories items were sold on a no-profit-no-loss basis. The following Statement shows the agency which fixed prices of items sold in canteens in various centres : —

STATEMENT 5·7

*Percentage Distribution of Canteens According to Agencies Fixing Prices of Items Sold
(1960-61)*

Centre	Estimated percentage of factories having canteens where					Price list was displayed
	Prices were fixed by					
	Canteen Managing Committee	Co-operative Society	Management	Contractors		
1	2	3	4	5	6	
1. Ahmedabad	66·1	6·6	20·8	6·5	66·1	
2. Ajmer and Jaipur	50·0	..	50·0	..	..
3. Bangalore .. ..	..	..	100·0	..	..
4. Bombay City and its Suburbs ..	32·3	..	47·3	20·4	32·3	
5. Coimbatore	27·5	..	72·5	..	41·3	
6. Howrah and Calcutta	33·4	..	33·3	33·3	..	
7. Indore .. ..	..	..	..	100·0	42·9
8. Kanpur	100·0	..	..	..	100·0
9. Madurai and Ramanathapuram	25·2	..	49·6	25·2	12·6	
10. Nagpur	100·0	..	..	..	..
11. Sholapur	33·4	..	66·6	..	66·6	
12. Residual	56·3	2·2	31·5	16·0	41·5	
13. All India	44·4	1·8	38·6	15·2	40·8	

In some of the factories, though there were Canteen Managing Committees, the prices were not being fixed by these Committees but by managements in consultation with the Committees. The law requires that a price list of items sold should be displayed in the canteen. However, it was not being done in most of the factories as is evident from the figures given in Statement 5-7. Managements of nearly 37 per cent. of the factories having canteens paid a regular subsidy to canteens and another approximately 12 per cent. made such payments occasionally. Analysis of the purpose of subsidy shows that in nearly 33 per cent. of the cases they were paid to meet the losses while in about 16 per cent. they were paid to enable canteens to supply articles at cheaper rates.

Data collected regarding agencies running the canteens show that in about 55 per cent. of the factories they were being run directly by managements, in 26 per cent. by contractors and in 16 per cent. by workers' co-operatives. The rest were being run jointly by workers and managements. The practice of running canteens through workers' co-operatives was most popular in Ahmedabad where two-thirds of the canteens were being run by this agency.

The rules framed by the State Governments provide that the affairs of the canteens in each factory should be managed through a canteen managing committee comprising representatives of employers and workers. On the basis of the data collected it is estimated that in the country as a whole of the factories having canteens only about 57 per cent. had canteen managing committees. Of the factories having canteens in Bangalore, Kanpur and Nagpur all had complied with the law. The percentage of factories having such canteens and managing committees in various centres is estimated to be as follows : Indore 86; Ahmedabad 79; Bombay City and its Suburbs, Ajmer and Jaipur 50 each, the Residual Group-61, Coimbatore 34, Sholapur, and Howrah and Calcutta nearly 33 each, Madurai and Ramanathapuram 25.

Some of the managements had used imagination in selecting the site for the canteen and had provided a small garden or lawn near it. On the other hand, there were some instances where canteens were found to be located near lavatories or around coal or ash dumps. However, nearly 38 per cent. of the canteens were found to be located in congenial surroundings. So far as hygienic condition is concerned, the position was not found to be so good. It is estimated that in the country as a whole about 18 per cent. of the canteens were being maintained in unhygienic condition. Of the factories having canteens covered in various centres, nearly 27 per cent. in Ahmedabad, all in Ajmer and Jaipur, 28 per cent. in Bombay city and its Suburbs, 33 per cent. in Howrah and Calcutta and about 17 per cent. in the Residual Group left much to be desired so far as hygienic conditions and other standards are concerned. The common defects noticed were unclean utensils, absence of periodic white washing, absence of precautions against flies and dirty floors and surroundings. In some of the factories canteens were no better than tea stalls in sheds. However, this should not leave the impression that canteens in the industry as a whole were of a poor standard. Generally speaking, wherever canteens were being run by the managements they were quite good. In the course of the Survey quite a few canteens of a fairly high standard were noticed. They were very well furnished and maintained in most hygienic conditions.

From the statistics collected regarding average daily number of workers who visited the canteen in each sampled factory it would appear that canteens were quite popular. It is estimated that nearly 45 per cent. of the workers in the industry patronised canteens. Canteens seemed to be most popular in Nagpur, where it was reported that about 80 per cent. of the workers were visiting them. They were least popular in Howrah and Calcutta as well as Bangalore where only about 9 per cent. of the workers employed in the units having canteens were patronising them. In Kanpur and Ajmer and Jaipur centres also canteens were not quite popular as the percentage of workers using them was reported to be below 18. In other centres the percentage ranged between 44 (Sholapur) and 68 (Indore).

5.6 Rest Shelters

Section 47 of the Factories Act, 1948 makes it obligatory for every factory employing more than 150 workers to provide adequate and suitable shelters or rest-rooms and a suitable lunch room, with provision for drinking water, where workers may take meals brought by them. Such rooms must be sufficiently lighted and ventilated and maintained in a cool and clean condition. State Governments are empowered to frame rules prescribing the standard of construction, accommodation, furniture and other equipment of shelters.

The factory law, at the time of the enquiry of the Labour Investigation Committee, contained only an enabling provision authorising State Governments to require any factory employing over 150 workers to provide rest shelters. It is therefore not surprising that the Committee found very few cotton textile factories to be having proper provision for dining sheds. They observed ".....it is distressing to see workers squatting on the ground in dirty mill compounds and eating their afternoon meals"*. The report of the Committee does not give any statistics of proportion of factories having rest shelters at that time and hence it is not possible to make any positive comments regarding the changes that have taken place since then. However, from the data collected in the course of the present Survey it would appear that the position was quite satisfactory so far as the provision of rest shelters is concerned by factories employing over 150 workers. It is estimated that 31 per cent. of cotton textile factories in the country were under an obligation to provide rest shelters. Of these, 93 per cent. had either provided rest shelters or had only canteens or had canteens as well as rest shelters. The following statement 5.8 gives details relating to each centre. It will be noticed that the defaulting factories were found only in Coimbatore, Madurai and Ramanathapuram and the Residual Group. A few factories, which were not under any obligation to provide rest shelters, were also found to have made the arrangements, but their number was negligible. Taking all the factories in the country into account, it is estimated that nearly one-fifth had provided rest shelters. If cognisance is taken of those factories, which though had no rest shelters but

*Report on An Enquiry into Conditions of Labour in the Cotton Mill Industry in India by S.R. Deshpande, p. 130.

had canteens, the proportion of establishments having facilities of rooms for rest or taking lunch was much higher.

STATEMENT 5-8
Rest Shelters in Cotton Textile Factories
(1960-61)

Centre	No. of factories	Estimated percentage of factories		
		Employing more than 150 workers	Employing over 150 workers and having	
			Rest shelters only	Canteens as well as rest shelters
1	2	3	4	5
1. Ahmedabad	111	53.9	..	100.3
2. Ajmer and Jaipur	4	100.0	..	50.0
3. Bangalore	16	25.0	..	100.0
4. Bombay City and its Suburbs	189	37.7	..	37.4
5. Coimbatore	99	59.6	13.3	55.4
6. Howrah and Calcutta	35	52.4	34.5	..
7. Indore	7	100.0	..	100.0
8. Kanpur	13	61.5	..	100.0
9. Madurai and Ramanathapuram	35	70.3	..	66.5
10. Nagpur	13	38.5	..	100.0
11. Sholapur	84	9.5	..	100.0
12. Residual	795	20.8	10.9	47.1
13. All India	1,401	31.0	7.4	50.9

Centre	Percentage of factories				
	Employing over 150 workers and having		Not under obligation but having rest shelters	Having rest shelters under obligation or not	Where rest shelters did not conform to prescribed standards
	Canteens and hence rest shelters	Neither canteens nor rest shelters			
6	7	8	9	10	
1. Ahmedabad .. .. .	..	..	..	53.9	39.3
2. Ajmer and Jaipur	50.0	..	..	50.0	100.0
3. Bangalore .. .. .	..	..	..	25.0	100.0
4. Bombay City and its Suburbs	62.6	..	..	14.1	33.6
5. Coimbatore	14.4	16.9	50.0	46.0	82.8
6. Howrah and Calcutta	65.2	..	..	18.1	100.0
7. Indore .. .. .	..	..	..	100.0	85.7
8. Kanpur .. .. .	..	..	..	61.5	33.4
9. Madurai and Ramanathapuram	22.3	11.2	..	46.7	100.0
10. Nagpur .. .. .	..	..	..	38.5	..
11. Sholapur .. .. .	..	..	..	9.5	33.4
12. Residual	31.4	10.6	1.8	13.9	55.4
13. All India	23.7	7.0	1.4	21.4	53.2

However, the position was not so happy from the stand point of the type of facility provided. It is estimated that in the country as a whole in only about 42 per cent. of the factories having rest shelters had provided the facility according to the prescribed standards. Most of the rest shelters had one shortcoming or the other. Majority of them were found to be very untidy. The other common defects noticed were absence of furniture or arrangements

for drinking water. In some cases even the building of the rest shelter was found to be much below the prescribed standard. In a few factories it was found that the rest shelter was used as a godown for storing raw materials or that workers were not allowed to use them.

Of the factories which were legally required to provide rest shelters and had not done so, about one-sixth stated that the rest shelter was under construction and would be provided soon. The rest maintained that they did not consider it necessary because their employees lived nearby and went home during lunch interval or that the employees could use any place in the factory or its compound.

5.7 Creches

No statistics are available regarding the number of factories in the industry as a whole, which maintained creche, whether under obligation or not at the time of the enquiry of the Labour Investigation Committee, and hence no exact idea can be formed of the changes that have taken place since then. However, the data collected in the course of the Survey show that the position was fairly satisfactory. It is estimated that nearly 21 per cent. of the factories in the entire country employed over 50 women and about 86 per cent. of these had provided creche. Besides such factories, nearly 3 per cent. of the factories which were not legally obliged to maintain creche had also done so. Thus, as against 54 per cent. of factories employing women, in all about 36 per cent. of the factories in the country had creche. Centre-wise details are given in the following Statement 5.9.

STATEMENT 5.9
Cotton Textile Factories Providing Creche Facilities
(1960-61)

Centres	Number of Factories	Estimated percentage of factories				
		Employing Women	Under Statutory obligation		Employing women and not under statutory obligation but providing creche	Employing women and providing creche
			For providing creche	And providing creche		
1	2	3	4	5	6	7
1. Ahmedabad ..	114	73.1	49.1	78.6	24.6	63.2
2. Ajmer and Jaipur ..	1	100.0	100.0	100.0	..	100.0
3. Bangalore ..	6	100.0	25.0	100.0	..	25.0
4. Bombay City and its Suburbs ..	113	13.4	72.7	90.6	..	65.8
5. Coimbatore ..	90	79.8	62.0	73.8	..	45.3
6. Howrah and Calcutta ..	35	24.3	23.3	100.0	..	33.3
7. Indore ..	7	85.7	100.0	100.0	..	100.0
8. Kanpur ..	12	61.5	..	..	..	..
9. Madurai and Vanniar-nathapuram ..	35	51.6	11.1	100.0	..	50.0
10. Nagpur ..	13	38.5	100.0	100.0	..	100.0
11. Sholapur ..	84	95.9	9.9	100.0	..	9.9
12. Residual ..	795	45.0	30.0	83.0	0.8	25.2
13. All India ..	1,491	52.6	39.0	86.2	3.0	75.7

NOTE—Percentages in col. 4 relate to factories in col. 3 and those in col. 5 relate to factories in col. 4.

By and large creches were found to be of good standard. Creche buildings conformed to the prescribed standard and had good ventilation and well lighted. Most of them were well equipped and had enough staff. Quite a few managements had taken considerable interest in creches and had made excellent arrangements. They had laid out a garden around the creche building and had provided a play ground. In a few cases creches were under the charge of a Lady Doctor of the mill who visited creche regularly and, besides supervising the maintenance of the creche, rendered medical aid to children. A few factories covered in Bombay City and its Suburbs, had Montessori classes in creches and had appointed trained teachers. However, in contrast to such arrangements quite a number of factories, specially in the Residual Group, maintained creches only to meet their legal obligation. They had simply set aside a room for this purpose and had not provided any equipment or items except a few cradles. In one factory a locked room, with the word "Creche" painted on its door, was indicated as the creche. When opened, it was found that some empty jars and gunny bags were stocked there. Quite a few factories had not appointed any trained nurse and in some cases one of the daily rated women workers was asked to look after the children in the creche. In many cases location of creches was found to be unsatisfactory. Many of these were located in a room adjoining work rooms or very near them. Consequently, there was considerable noise. In one case it was found that children sneaked in and out of work-rooms adjoining the creche.

The law prescribes that children attending creches should be provided with clothes, soap, towels, milk and/or refreshments, etc. The Survey results show that except for some of the factories having creches in Ahmedabad, Indore and the Residual Group, all were complying with the above provisions. In Ahmedabad, it is estimated that nearly 8 per cent. of creches were not supplying clothes and about 15 per cent. had no towels. In Indore, all creches supplied only milk and/or refreshments to children and did not provide clothes, towels or soap. Of the factories in the Residual Group having creches, the percentage of defaulters was 43 in the case of clothes, 24 in regard to soap, 27 in respect of towels and 9 in the matter of supply of milk and/or refreshments. Thus in the country as a whole the percentage of deficient creches in respect of various items was: clothes 21, soap 11, towels 16 and milk or refreshment 3. Wherever women were employed through contractors they were entitled to utilise the creche facility existing in the unit.

5.8 *Medical Facilities*

Under the Factories Act it is obligatory for all factories to maintain first-aid boxes at a prescribed scale and containing the items specified by the State Governments. The law also requires that such boxes must be under the charge of trained first-aiders. On the basis of the data collected during the course of the Survey it is estimated that nearly one-fourth of cotton textile factories in the country did not maintain such boxes. The details in respect of each centre are given in the following Statement 5.10.

STATEMENT 5.10

Arrangements Relating to First Aid Boxes in Cotton Textile Factories
(1960-61)

Centre	No. of factories	Estimated Percentage of factories				
		Having first aid boxes	Where first-aid boxes contained all the prescribed contents	Where first aid boxes were		
				All under trained first- aiders	Few under trained first aiders	None under trained first aiders
1	2	3	4	5	6	7
1. Ahmedabad ..	111	92.3	8.3	59.7	11.8	28.5
2. Ajmer and Jaipur ..	4	..	..	..	..	..
3. Bangalore ..	16	*	..	..	..	..
4. Bombay city and its Suburbs ..	189	72.7	51.8	16.6	..	53.4
5. Coimbatore ..	93	89.2	55.7	13.6	9.6	46.8
6. Howrah and Calcutta	35	88.6	33.3	..	20.4	79.6
7. Indore ..	7	100.0	14.3	92.9	..	57.1
8. Kanpur ..	13	100.0	41.0	100.0	..	..
9. Madurai and Ramanathapuram ..	35	84.7	27.8	63.4	9.3	27.3
10. Nagpur ..	13	69.2	..	..	..	100.0
11. Sholapur ..	84	21.9	..	14.5	..	85.5
12. Residual ..	795	75.1	32.9	21.4	3.0	75.6
13. All India ..	1,401	73.8	35.9	31.9	4.6	63.5

* Those units which maintained an Ambulance Room kept the first-aid equipment in Ambulance Rooms and did not keep first-aid boxes in work rooms.

Only in one-third of the factories the boxes contained all the prescribed contents. The usual explanation given by the management was that the items had been used and action was being taken for replenishment. Though the law requires that all first-aid boxes should be under the charge of trained first-aiders, only 32 per cent. of factories had complied with this requirement. Nearly 69 per cent. of the first-aiders in the factories had received training under the St. John's Ambulance and the rest under other schemes.

Those factories which employ more than 500 workers are also statutorily obliged to maintain ambulance rooms. It is estimated that at the time of Survey nearly 25 per cent. of the factories were under such an obligation but out of these only 44 per cent. of them had Ambulance Rooms. Only in Bangalore, Howrah and Calcutta and Nagpur all factories employing over 500 workers, covered in the course of the Survey were found to be maintaining such rooms. The percentage of such factories in other centres was as follows: Ahmedabad 40, Bombay City and its Suburbs 85, Coimbatore 36, Kanpur 66.6, Madurai and Ramanathapuram 50, Sholapur 33.4 and Residual Group 25.7.

Though not under any legal obligation, quite a number of factories had made arrangements for rendering medical assistance to their employees. It is estimated that in the country as a whole only a negligible number of factories maintained hospitals as well as dispensaries and 17 per cent. only dispensaries. In addition, about 4 per cent. had a contract with some local doctors for

rendering medical assistance to their employees and a very small proportion had made some arrangements with certain dispensaries in the area. The following Statement 5-11 gives details relating to various centres.

STATEMENT 5-11

Estimated Percentage of Cotton Textile Factories Providing Medical Facilities (1960-61)

Centre	No. of factories	Estimated percentage of factories having				Estimated percentage of hospitals/dispensaries under the charge of		
		Dispensaries or hospitals	Contract with some local doctors	Contract with some dispensaries or hospitals	Only <i>ad hoc</i> arrangements	Full time doctors	Part-time doctors	Compounders etc.
1	2	3	4	5	6	7	8	9
1. Ahmedabad ..	111	46.5	3.8	3.5	..	7.6	84.1	8.3
2. Ajmer and Jaipur ..	4	50.0	..	..	..	..	..	100.0
3. Bangalore ..	16	..	..	..	..	..	..	..
4. Bombay City and its Suburbs ..	189	14.1	1.6	..	..	11.3	88.7	..
5. Coimbatore ..	99	16.5	13.0	..	2.9	..	34.7	65.3
6. Howrah and Calcutta ..	35	34.3	18.1	40.9	..	66.7	33.3	..
7. Indore ..	7	85.7	..	..	..	..	100.0	..
8. Kanpur ..	13	20.5	..	..	..	100.0	..	..
9. Madurai and Ramanathapuram ..	35	31.4	23.1	7.9	7.9	25.0	..	75.0
10. Nagpur ..	13	19.2	..	..	..	100.0	..	..
11. Sholapur ..	84	9.5	3.2	3.2	..	33.4	66.6	..
12. Residual ..	795	15.0	2.6	1.1	2.6	37.1	52.8	10.1
13. All India ..	1,401	18.4	4.1	2.3	1.9	27.0	58.6	14.4

It is understood that prior to the introduction of the Employees' State Insurance Scheme the percentage of the factories providing medical aid to their employees was much higher. Since in the implemented areas the responsibility of providing medical benefit is that of the Employees' State Insurance Corporation many of the employers have curtailed their activities in this matter. In some of the factories having hospitals or dispensaries the benefit was available only to those not covered under the E.S.I. Scheme. Except for the Residual Group, everywhere medical benefit was available to contract labour also, if employed. In the Residual Group of the factories employing contract labour and providing medical facilities only about half extended the facility to workers employed through contractors.

(b) *Non-Obligatory*5.9 *Recreation Facilities*

The Labour Investigation Committee have not given any statistics regarding the proportion of cotton textile factories which had made arrangements for the recreation of workers. However, at the time of their enquiry from the general description of the number of establishments providing such facilities in various centres and the type of arrangements made, it would appear that barring a few factories elsewhere little or no attention had been paid to this matter. In the absence of any comparable figures it is not possible to comment on the changes that have taken place since then. The information collected however, shows that during the period of the present Survey about 38 per cent. of the factories had made some arrangements, the nature of which varied from well organised clubs to only occasional cultural programmes during certain festivals. The following Statement 5.12 gives the details relating to the type of activities in various centres.

STATEMENT 5.12

Recreation Facilities in Cotton Textile Factories
(1960-61)

Centro	No. of factories	Percentage distribution of factories providing recreation facilities according to				
		Percentage of factories providing recreation facilities	Nature of facilities			
			Outdoor games only	Indoor games only	Outdoor and indoor games only	Outdoor and/or indoor games and some other recreational programmes
1	2	3	4	5	6	7
1. Ahmedabad ..	111	17.6	40.0	..	..	40.0
2. Ajmer and Jaipur ..	4	..	..	..	..	..
3. Bangalore ..	16	50.0	..	..	..	50.0
4. Bombay City and its Suburbs ..	189	27.7	5.7	5.7	5.8	15.0
5. Coimbatore ..	99	69.0	..	..	..	16.6
6. Howrah and Calcutta	35	59.1	..	..	..	38.7
7. Indore ..	7	85.7	..	..	..	100.0
8. Kanpur ..	13	100.0	..	..	..	61.5
9. Madurai and Ramana-thapuram ..	35	92.1	..	..	..	8.5
10. Nagpur ..	13	38.5	..	..	..	100.0
11. Sholapur ..	84	58.9	..	..	..	10.8
12. Residual ..	795	32.3	3.9	2.8	2.3	22.7
13. All India ..	1,401	37.9	3.9	1.9	1.7	26.1

STATEMENT 5.12—*contd.*

Centre	Percentage distribution of factories providing recreation facilities according to				
	Nature of facilities		Method of financing		
	Only some programmes on festivals, etc.	Solely by managements	Jointly by workers and managements	Solely by workers	From fines or welfare fund
	8	9	10	11	12
1. Ahmedabad ..	20.0	80.0	20.0	..	..
2. Ajmer and Jaipur ..	..	..	..	..	..
3. Bangalore ..	50.0	100.0	..	..	..
4. Bombay City and its Suburbs ..	37.8	55.0	39.3	..	5.7
5. Coimbatore ..	83.4	87.6	8.3	..	4.1
6. Howrah and Calcutta	61.3	38.7	61.3	..	..
7. Indore ..	..	..	100.0	..	..
8. Kanpur ..	38.5	80.8	19.2	..	..
9. Madurai and Ramana-thapuram ..	91.5	91.9	..	..	8.1
10. Nagpur ..	..	..	..	..	100.0
11. Sholapur ..	89.2	83.8	..	16.2	..
12. Residual ..	68.3	79.2	13.3	2.3	5.2
13. All India ..	66.1	76.3	16.1	2.6	5.0

Outdoor games for which arrangements had been made were generally football, hockey and volley ball. Carrom was the most common type of indoor games. Very few cotton textile factories had regular recreation or sports clubs. Some of these clubs were functioning very well and were organising various types of activities e.g., annual sports, dramatic performances, libraries. Generally speaking small factories arranged for celebration of certain religious functions only. For instance, in South India most of the factories performed only "Ayudha Puja". Of the factories providing recreation facilities in about 76 per cent. the cost was met entirely by managements, in 16 per cent. jointly by workers and managements, and in the rest either solely by workers or from fines or welfare fund of the establishment.

5.10 Educational Facilities

Managements of factories in India are under no obligation to provide educational facilities either for the education of children of their employees or employees themselves. However, some of the benevolent employers have always been providing such facilities. The Labour Investigation Committee have mentioned in their report that quite a few cotton textile factories in various important centres were running schools at the time of their enquiry. The information collected during the present Survey shows that nearly 7 per cent. of factories were running schools for the benefit of workers' children. The details are given in the following Statement 5.13.

STATEMENT 5-13
Educational Facilities in Cotton Textile Factories
(1960-61)

Centre	No. of factories	Percent- age of factories pro- viding schools, etc.	Estimated percentage distri- bution of factories providing educational facilities according to standard of facilities				Esti- mated percen- tage of fac- tories run- ning adult educa- tion classes
			Primary	Middle or lower Middle	High school or higher second- ary	College	
1	2	3	4	5	6	7	8
1. Ahmedabad	111	7.0	50.1	49.9	..	..	..
2. Ajmer and Jaipur	4	..	..	..	..	..	..
3. Bangalore	16	..	..	..	..	..	..
4. Bombay City and its Suburbs	189	..	..	..	..	..	19.0
5. Coimbatore	99	5.7	49.9	..	50.1	..	..
6. Howrah and Calcutta	35	22.9	50.0	..	50.0	..	..
7. Indore	7	42.9	100.0	..	..	..	..
8. Kanpur	13	20.5	100.0	..	..	..	20.5
9. Madurai and Ramanatha- puram	35	7.9	..	..	100.0	..	..
10. Nagpur	13	38.5	..	100.0	..	..	..
11. Sholapur	84	3.2	100.0	..	..	..	..
12. Residual	795	7.7	70.6	4.9	19.6	4.9	0.4
13. All India	1,401	7.1	63.1	12.1	21.8	3.0	3.0

All the factories running schools in Indore, Kanpur and Madurai not only did not charge any fee but supplied books, etc., also free to students. In Coimbatore, Nagpur and Sholapur students were exempted from fees. Nearly half of the factories running schools in Ahmedabad, Howrah and Calcutta also did not charge any fees. The proportion of such schools in the Residual Group was nearly 78 per cent. The percentage of factories running schools and supplying books, etc., free was about 50 in Ahmedabad, Howrah and Calcutta and nearly 34 in the Residual Group.

Approximately one-fourth of the factories covered in Bangalore, 11 per cent. in Howrah and Calcutta and a negligible proportion of those in Sholapur and Residual Group stated that they paid subsidies to local schools. Facilities for education of adult workers existed in nearly one-fifth of factories in Bombay City and its Suburbs and in Kanpur. In Bombay, the classes were run only in the mill premises but in Kanpur in workers' localities.

5.11 Other Facilities

Grain shop facilities were found to be quite common in cotton textile factories when the Labour Investigation Committee conducted their enquiry. Probably this was due to war conditions. It is estimated that at the time of the present Survey, however only about 6 per cent. of the factories in the country had such shops. The factories running such shops were confined to a few

centres. Among these centres, the proportion of factories having grain shops was the highest (33%) in Bombay City and its Suburbs. It is reported that grain shops existed in almost all large factories. These shops were more or less provision stores where various types of grains, edible oils and other provisions were being sold on a no-profit-no-loss basis. In the member mills of the Bombay Millowners' Association the rates of items sold were fixed by the Association each month. Workers were allowed credit to the extent of Rs. 40 per month. In the case of *balli* workers the credit was allowed to the extent of their earnings in the previous week or fortnight. It is reported that grain shops were quite popular among workers. In Howrah and Calcutta, it is estimated that about 11 per cent. of factories had grain shops and all of them sold articles at market price. Grain shop facilities were available in every small proportion of factories in Sholapur and the Residual Group. In these centres items were being sold at cost price.

Transport facilities were being provided by only about 6 per cent. of factories in Bombay City and its Suburbs, 11 per cent. in Howrah and Calcutta and nearly 8 per cent. in Madurai and Ramanathapuram. At the all-India level the percentage of such factories was negligible.

5.12 Co-operative Societies

Growth of Co-operative societies in cotton textile factories is one of the very heartening features revealed by the Survey. It is estimated that nearly one-fifth of the factories had such societies of various types, the predominant being credit societies. The following Statement 5.14 gives the details for various centres :—

• STATEMENT 5.14

Co-operative Societies in Cotton Textile Factories (1960-61)

Centre	No. of factories	Estimated percentage of factories having co-operative		
		Credit society only	Store only	Credit society and also store
1	2	3	4	5
1. Ahmedabad	111	21.2	3.5	..
2. Ajmer and Jaipur	4	..	..	..
3. Bangalore	16	..	..	25.0
4. Bombay City and its Suburbs	189	31.5	..	1.6
5. Coimbatore	99	..	14.3	13.6
6. Howrah and Calcutta	35	11.4	..	..
7. Indore	7	85.7	..	..
8. Kanpur	13	61.5*	..	..
9. Madurai and Ramanathapuram	35	7.9	..	..
10. Nagpur	13	..	..	..
11. Sholapur	84	9.5	..	..
12. Residual	795	6.2	2.4	3.2
13. All India	1,401	11.5†	2.7	3.3

*20.5 per cent. had housing societies also.

†0.2 per cent had housing societies as well.

STATEMENT 5.14—*contd.*

Centre	Estimated percentage of factories having co-operative				
	Societies for running canteens	Housing society or credit society	Credit society, as well as housing society	Co-operative societies of various types**	Societies giving financial aid to them
	6	7	8	9	10
1. Ahmedabad	21.5†	..	..	46.2	7.7
2. Ajmer and Jaipur
3. Bangalore	25.0	..
4. Bombay City and its Suburbs	33.1	37.7
5. Coimbatore	27.9	10.2
6. Howrah and Calcutta	11.4	..
7. Indore	85.7	50.0
8. Kanpur	61.5	..
9. Madurai and Ramanathapuram	7.9	15.8	..
10. Nagpur	38.5	..	38.5	..
11. Sholapur	9.5	33.4
12. Residual	0.4	..	12.2	33.6
13. All India	1.7¶	0.5	0.2	19.9	24.6

†14.4 per cent. had credit societies also.

**These are totals of columns 3 to 8.

¶1.1 per cent. had credit societies also.

Most of the factories had credit societies. Co-operative credit societies were found to be most popular in Indore. Both the large factories covered in this centre had credit societies which inculcated thrift among their members and advanced loans on easy terms. In Kanpur also, all large factories surveyed had co-operative credit societies and a few of them had housing societies also. Generally membership of credit society was open to permanent workers and the value of shares was Rs. 10 each. Any member could take a loan from the society to the extent of 60 per cent. of his deposit on furnishing surety of two members. The rate of interest charged on loans was generally 9.37 per cent. The interest paid on deposits varied depending upon the profit of the society. There was also a fixed deposit scheme under which depositors were paid interest ranging from 4 to 5 per cent. depending upon the sum deposited. In Ahmedabad also nearly all large factories had co-operative societies. Most of them were either credit societies or societies for running canteens. It is reported that in 1960 in all there were 64 such societies with a total membership of nearly 53,500; in other words, roughly 90 per cent. of cotton textile workers in the centre were members of such societies. The number as well as membership was reported to be steadily increasing. In Bombay City and its Suburbs, a fairly high percentage of factories had co-operative societies. It is understood that in 1959 there were 68 co-operative credit societies of Bombay cotton textile mill workers with a membership of 1,11,753 and a paid up capital of Rs. 2.97 crores. A fairly large number of factories in Coimbatore had credit societies and/or co-operative stores. In all the stores food grains, general provisions, cloth, etc., were being sold and in many credit facilities were so available. Managements of most of the factories, having such stores, advanced

interest free loans to meet the needs of the societies. In Bangalore, one large factory had a Co-operative store as well as a credit society. On 31st December 1959 out of a total of 3,516 persons employed in the factory 2,090 (*i.e.* 59%) were members of the co-operative. The store sold food grains, sugar, cloth and other provisions on cash payments. The credit society encouraged thrift and advanced loans. None of the factories surveyed in Ajmer-Jaipur had any co-operative society.

In half of the centres covered managements were found to be giving financial assistance to the societies. This was generally in the form of interest free loans.

5.13 Housing

Judged from the proportion of factories providing housing accommodation and the percentage of employees housed, cotton textile factories rank third among textile industries of the country. The Survey results show that nearly 94 per cent. of jute Mills, 11 per cent. of Woollen Mills and 7 per cent. of Silk Factories had provided houses to their employees in 1960-61 and the percentage of workers housed was 28.6, 14 and 3.4 respectively. During the same period it is estimated that nearly 27 per cent. of cotton textile factories had provided houses and 5.9 per cent. of workers in the industry had been housed. The details relating to percentage of factories providing housing accommodation and type of houses provided in each of the centres covered are given in Statement 5.15.

STATEMENT 5.15

Proportion of Cotton Textile Factories Providing Housing Accommodation to their Employees (1960-61)

Centre					No. of factories	Estimated percentage of factories providing houses	Estimated No. of houses provided
1					2	3	4
1. Ahmedabad	..	..	..	..	111	50.3	3,753
2. Ajmer and Jaipur	..	..	..	..	4	100.0	92
3. Bangalore	..	..	..	..	16	25.0	600
4. Bombay City and its Suburbs	..	..	..	..	189	15.7	418
5. Coimbatore	..	..	..	..	99	38.7	1,980
6. Howrah and Calcutta	..	..	..	..	35	70.5	6,192
7. Indore	..	..	..	..	7	85.7	30
8. Kanpur	..	..	..	..	13	100.0	1,186
9. Madurai and Ramanathapuram	..	..	..	..	35	31.0	638
10. Nagpur	..	..	..	..	13	38.5	1,113
11. Sholapur	..	..	..	..	84	13.6	3,246
12. Residual	..	..	..	..	795	22.6	36,304
13. All India	..	..	..	..	1,401	27.3	55,552

STATEMENT 5.15—*contd.*

Centre	Estimated percentage of houses with			Estimated percentage of factories which charged		
	One room	Two rooms	Three or more rooms	Rent from all	No rent from all	Rent from some employees
	5	6	7	8	9	10
1. Ahmedabad	86.9	11.7	1.4	21.0	58.0	21.0
2. Ajmer and Jaipur	82.6	..	17.4	..	50.0	50.0
3. Bangalore	80.0	20.0	..	100.00	..	..
4. Bombay City and its Suburbs ..	100.0	..	..	20.3	69.6	10.1
5. Coimbatore	39.3	51.8	8.9	85.2	7.4	7.4
6. Howrah and Calcutta	94.6	3.7	1.7	16.2	83.8	..
7. Indore .. ..	..	30.0	70.0	..	100.0	..
8. Kanpur	66.5	31.7	1.8	20.5	38.5	41.0
9. Madurai and Ramanathapuram ..	8.6	90.6	0.8	76.0	24.0	..
10. Nagpur	42.0	57.8	0.2	..	..	100.0
11. Sholapur	47.6	38.8	13.6	46.6	30.1	23.3
12. Residual	70.2	22.8	7.0	34.1	37.9	28.0
13. All India	70.6	23.4	6.0	35.5	42.8	21.7

In Ajmer and Jaipur Centre as well as Kanpur all the factories covered in the course of the Survey were found to have provided housing accommodation. Among the remaining centres the percentage of factories providing houses was the highest in Indore (85.7) and the lowest in Sholapur (13.6). Nearly 71 per cent. of the houses provided were one-room tenements, about 23 per cent. had two-rooms and the rest three or more rooms. All the houses provided in Bombay City and its Suburbs and most in Howrah and Calcutta, Ahmedabad, Ajmer and Jaipur, Bangalore, Kanpur and the Residual Group had only one living room. From the point of view of nature of accommodation provided the position was best in Indore and Madurai and Ramanathapuram. Indore was the only centre where managements were not charging any rent for the houses provided and in Bangalore none of the factories provided free accommodation. It is estimated that in the country as a whole nearly 36 per cent. of the factories providing housing accommodation charged rent from all those who were allotted houses, nearly 43 per cent. did not charge any rent at all, and the rest charged rent from some employees and provided rent-free quarters to others.

A better idea of the extent of benefit provided can be formed from the percentage as well as type of employees provided housing accommodation.

It is estimated that in the country as a whole only 5.9 per cent. of total employees* were living in houses provided by managements. The following Statement 5.16 contains details in respect of various centres.

STATEMENT 5.16

Proportion of Workers provided Housing Accommodation in Cotton Textile Factories (1960-61)

Centre	Esti- mated number of work- ers on 31st December 1959	Esti- mated per- centage of work- ers allot- ted housing accom- modation	Estimated percentage distribution of factories (providing houses) which allotted houses to				
			All catego- ries of emplo- yees	Only some produc- tion workers	Only watch and ward	Only super- visory and technical staff	Only some employees of cer- tain cate- gories
1	2	3	4	5	6	7	8
1. Ahmedabad ..	1,71,195	2.2	14.0	7.0	28.7	..	50.3
2. Ajmer and Jaipur ..	6,572	1.4	..	..	..	..	100.0
3. Bangalore ..	7,606	4.3	100.0	..	..	..	..
4. Bombay City and its Suburbs ..	2,61,073	0.4	10.1	..	60.8	..	29.1
5. Coimbatore ..	53,131	3.9	7.4	20.4	..	14.8	57.4
6. Howrah and Calcutta	41,337	9.5	..	..	..	..	100.0
7. Indore ..	23,941	0.1	..	..	..	50.0	50.0
8. Kanpur ..	43,322	3.8	61.6	..	19.2	..	19.2
9. Madurai and Ramana- thapuram ..	29,615	3.7	..	59.7	..	24.0	25.3
10. Nagpur ..	14,791	11.6	..	..	..	..	100.0
11. Sholapur ..	36,717	9.2	..	30.1	..	..	69.9
12. Residual ..	3,06,199	12.9	11.7	19.5	3.3	7.4	58.1
13. All India ..	9,95,499	5.9	12.2	14.6	11.1	6.4	55.7

*i.e., persons covered under the Factories Act.

Of the factories providing housing accommodation, only in Bangalore all had allotted houses to all categories of employees. In Kanpur also, about 62 per cent. of the factories extended the benefit to all types of their employees. In all other centres a small percentage had not limited the benefit to any particular group of employees.

*i.e., persons deemed to be workers under the Factories Act.

CHAPTER VI

SOCIAL SECURITY

At the time the Labour Investigation Committee conducted their enquiry, there were only two statutory measures in the field of social security. One of these afforded protection to workers in case of industrial accidents and the other related to payment of maternity benefit to women workers. From the report of the Committee it would appear that some of the benevolent employers had introduced provident fund scheme and a few paid pension or gratuity to their old employees. But these benefits were not very extensive. Only one cotton textile factory each in Punjab and Delhi had Sickness Insurance Schemes under which member workers received some cash benefits in cases of illness. Compared to the position then there has been a remarkable improvement in the social security enjoyed by workers. This is largely due to statutory measures adopted by the Government of India and to a certain extent as a consequence of adjudication awards, collective agreements, etc. The following paragraphs describe the main developments and the position in the industry at the time of the present Survey.

6.1 *Provident Fund*

Of the cotton textile factories covered by the Labour Investigation Committee only 11 in Bombay City, 5 in Nagpur, 3 in Kanpur and one each in Ahmedabad, Barsi, Gokak, Madras and Mysore had provident fund schemes. Information collected in the course of the present Survey show that there has been considerable improvement since then. It is estimated that in 1960-61 approximately 35 per cent. of cotton textile factories had provident funds. The improvement is obviously due to the promulgation of the Employees' Provident Fund Ordinance in November 1951, under which it became obligatory for establishments of certain industries, including cotton textile, which employed 50 or more workers and had completed 3 years of their existence, to join the scheme framed under the Ordinance. In these establishments it became obligatory for all such employees, who received less than Rs. 500 per month and had completed one year's continuous service or had worked for 240 days in a year, to become members of the Provident Fund constituted under the Ordinance. The law required them to make contributions at the rate of $6\frac{1}{2}$ per cent. of their basic wages and dearness allowance, including the cash value of food concessions, if any, and an equal sum was required to be paid by their employers. This Ordinance, which applied to all States except Jammu and Kashmir, was later replaced by an Act in November 1952. An analysis of the data relating to date of introduction of provident fund schemes in the sampled factories show that of the establishments having such schemes, in 96.5 per cent. the funds were instituted during

1951 or thereafter. The following Statement 6.1 gives the details of the proportion of units having provident funds in different centres :—

STATEMENT 6.1

Estimated Proportion of Cotton Textile Factories Having Provident Funds in 1960-61

Centre	No. of factories	Estimated percentage of factories having provident funds	Percentage distribution of factories having provident fund according to nature of schemes		
			Scheme under E.P.F. Act	E.P.F. as well as other schemes	Only other schemes
1	2	3	4	5	6
1. Ahmedabad	111	53.9	39.3	60.7	..
2. Ajmer and Jaipur	4	100.0	100.0	..	..
3. Bangalore	16	25.0	100.0	..	..
4. Bombay City and its Suburbs	189	43.6	45.4	54.6	..
5. Coimbatore	99	64.6	95.6	4.4	..
6. Howrah and Calcutta	35	81.9	100.0	..	..
7. Indore	7	100.0	100.0	..	..
8. Kanpur	13	61.5	..	33.4	66.6
9. Madurai and Ramanathapuram	35	62.4	100.0	..	..
10. Nagpur	13	38.5	100.0	..	..
11. Sholapur	84	6.4	100.0	..	..
12. Residual	795	25.9	94.2	5.8	..
13. All India	1,401	35.4	79.0	19.9	1.1

The law in force at the time of the Survey required only those factories which employed 50 or more workers and had been in operation for at least 3 years to institute provident funds. This seems to be the main reason why only about one-third of the factories in the industry had such funds. The variations in the proportion of factories having provident funds in different centres is also influenced by this factor.

Of the factories having provident fund schemes, 79 per cent. had funds under the Employees' Provident Fund Act, nearly 20 per cent. had the E.P.F. scheme as well as others and the rest had their own schemes. In those factories where E.P.F. as well as some other schemes were in force, the non-E.P.F. Act Schemes were generally, meant for persons not covered by the E.P.F. Act, i.e., persons drawing more than Rs. 500 per month. In some of the factories the employers had instituted provident funds even prior to the introduction of the statutory scheme and since the rate of contribution, etc., were better, the employees opted to remain a member of the existing schemes and hence the schemes continued. Those factories which had their own schemes alone had also started provident fund prior to the introduction of the statutory scheme. Since the benefits were identical or even better they were allowed to retain the old scheme. Wherever the E.P.F. Schemes were in operation the qualifying conditions, scope, rate of payment, etc., were the same as prescribed under the Scheme. In none of the factories having additional schemes or their own schemes the rate of contribution was less than $6\frac{1}{2}$ per cent. The rate ranged between $6\frac{1}{2}$ and 10 per cent. The most common rate was $8\frac{1}{2}$ per cent.

In the course of the Survey statistics were also collected regarding the number of workers who were members of provident fund in each of the sampled establishment. On the basis of the data collected it is estimated that in the industry as a whole nearly 76 per cent. of the workers were members of provident fund on 31st December 1959. Details for each of the centres covered are given in the following Statement 6.2:—

STATEMENT 6.2

*Proportion of Workers Who Were Members of Provident Funds in
December 1959*

Centre					Estimated No. of workers employed*	Estimated percentage of workers who were members of provident fund
1					2	3
1.	Ahmedabad	..	..	..	1,71,195	87.4
2.	Ajmer and Jaipur	..	..	..	6,572	72.7
3.	Bangalore	..	..	..	7,606	92.9
4.	Bombay City and its Suburbs	..	..	..	2,61,073	86.1
5.	Coimbatore	..	..	..	53,131	86.5
6.	Howrah and Calcutta	..	..	..	41,337	87.9
7.	Tudora	..	..	..	23,941	88.8
8.	Kanpur	..	..	..	43,322	79.0
9.	Madurai and Ramanathapuram	..	..	..	29,615	83.9
10.	Nagpur	..	..	..	14,791	93.8
11.	Sholapur	..	..	..	36,717	44.0
12.	Residual	..	..	..	3,06,199	56.9
13.	All India	..	..	..	9,95,499	75.6

*I.e., persons covered under the Factories Act.

6.2 Pension

The system of paying pensions was not such in vogue in cotton textile factories at the time the Labour Investigation Committee conducted the enquiry. Their report indicates that only the Empress Mills in Nagpur, 2 factories each in Bombay City and Kanpur and one each in Madurai, Papanasam and Delhi had pension schemes. From the details given in respect of a few mills it would appear that pension was being paid only to employees who served for 25 or 30 years and the rate of payment was half a month's wages.

At the time of the present Survey only a negligible proportion of cotton textile factories were found to be paying pension. The percentage of such factories was : Bombay City and its Suburbs 4.8, Howrah and Calcutta 11.4, Kanpur 20.5, Madurai and Ramanathapuram 7.9, Nagpur 38.5. In the Residual Group also there were a few factories but they constituted an insignificant proportion of the total. In Bombay City and its Suburbs, all the concerned factories had no regular schemes and payment was entirely a matter of discretion of the managements. At the time of the Survey an insignificant number of old employees were being paid pension. In Howrah and Calcutta also there were no regular schemes and payment was being made by managements

at their discretion to those who retired before 1946 and had put in at least 15 years' service. The amount paid varied from Rs. 3 to Rs.15 per month. In Kanpur, the mills in question had a regular scheme but it was now in operation in respect of old pensioners. In Madurai and Ramanathapuram, pension was being paid only to a few workers at the discretion of the management. There were no regular rules. The concerned factories in Nagpur had a regular scheme for those members of staff and operatives who had entered service prior to 1933. The pension for members of staff was calculated on the basis of salary of the concerned member multiplied by years of service put in by him and divided by 90. Operatives were paid one-third of their average monthly earnings during the two years prior to retirement subject to a maximum of Rs. 9 per month.

6.3 Gratuity

When the Labour Investigation Committee enquired into the condition of workers in cotton textile mills, 33 mills in Bombay City and about a dozen mills in other centres were paying gratuity to their old employees. Very few of these mills had any set rules and payment was generally a matter of discretion of managements. There has been considerable improvement in this regard since then. On the basis of the data collected in the course of the present Survey it is estimated that nearly one-fifth of the cotton textile factories were paying gratuity in 1960-61. The details are given in the following Statement 6.3:—

STATEMENT 6.3

Cotton Textile Factories Having Gratuity Schemes in 1960-61

Centre	No. of factor- ies	Estimated percentage of factories				
		Having gratu- ity schemes	Having gratuity schemes and paying gratuity in the event of			
			Death	Retire- ment	Resig- nation	Termi- nation of Services
1	2	3	4	5	6	7
1. Ahmedabad	111	53.9	100.0	100.0	100.0	100.0
2. Ajmer and Jaipur	4	..	..	..	..	..
3. Bangalore	16	25.0	100.0	100.0	100.0	..
4. Bombay City and its Suburbs	189	33.1	100.0	100.0	95.2	95.2
5. Coimbatore	99	30.8	100.0	100.0	100.0	100.0
6. Howrah and Calcutta	35	11.4	..	100.0	100.0	100.0
7. Indore	7	85.7	100.0	100.0	100.0	100.0
8. Kanpur	13	61.5	33.4	100.0	66.6	..
9. Madurai and Ramanathapuram	35	7.9	100.0	100.0	100.0	100.0
10. Nagpur	13	38.5	100.0	100.0	100.0	100.0
11. Sholapur	81	6.4	100.0	100.0	100.0	100.0
12. Residual	795	10.7	34.4	100.0	39.9	34.4
13. All India	1,401	19.5	91.7	100.0	92.0	89.7

In Ahmedabad the schemes in force in the factories were the results of an award of Industrial Court, Bombay in the dispute between the Textile Labour

Association, Ahmedabad and 66 Textile mills in Ahmedabad. The award, which became effective from 16th September 1957, provides as follows:

“(1) *On the death of an employee while in the service of the mill company or on his becoming physically or mentally incapacitated for further service—one month's basic wage for each completed year of service for the period before the coming into force of the Provident Fund Act, 1952, in the textile industry in Ahmedabad, and half a month's basic wage for each completed year of service thereafter, subject to a maximum of 15 months' basic wages to be paid to him or his heirs or executors or nominees as the case may be.*

(2) *On voluntary retirement or resignation of an employee—After 15 years' continuous service in the company—on the same scale as in (1).*

(3) *On termination of service by the Company—*

(a) *After ten years' continuous service but less than fifteen years' service in the company three fourths of a month's basic wages for each completed year of service before the coming into force of the Provident Fund Act, 1952 and half a month's basic wage for each completed year of service thereafter.*

(b) *After fifteen years' continuous service in the company—on the same scale as in (1)”.*

The above award related to operatives. Gratuity payment to technicians or officers, and clerical employees of member mills of the Ahmedabad Mill-owners' Association were regulated by separate awards given by a Board of Arbitration in 1958. In case of death or mental or physical incapacity, these categories of employees were entitled to one month's salary subject to a maximum of 15 months' salary. On retirement after 15 years' service, they were entitled to 15 months' salary. Technicians and officers were entitled to gratuity at the rate of two-thirds of a month's salary for each year of service after even 10 years of service. On termination of service, clerks, technicians as well as officers were entitled to three-fourths of a month's salary for each year of service between 10 and 15 years and 15 months' salary thereafter.

In Bangalore, one of the sampled establishments had a novel scheme. It had established a Workmen's Gratuity Fund in 1918. Any employee of the establishment was free to become a member of the Fund. The management contributed to the Fund at the end of each half year a sum equivalent to $7\frac{1}{2}$ per cent. of earnings of each member for each month in which the member had not absented without leave. The members were entitled to withdraw the amounts standing to their credit after 10 years' satisfactory service from the date of their becoming members. The amount was payable without any condition if a member was certified to be incapacitated for further service by the company's doctor. The management also paid the amount lying to the credit of any member to his heirs in case of death of the member after 2 years' satisfactory service after his membership.

In Bombay City and its Suburbs, the member mills of the Millowners' Association, Bombay were paying gratuity to workers in terms of an award dated November 1956 of the Industrial Court. The directions of the Court were exactly the same as in respect of Ahmedabad mentioned earlier. Two of the non-member mills of the Millowners' Association, which came in the sample,

also paid gratuity. One of them more or less followed the award, while the other paid half a month's salary as gratuity in case of death, retirement or resignation to those employees who completed more than 10 years' service. Gratuity payments to technical, supervisory staff and clerical employees were regulated by separate awards. The terms of these awards were the same as for similar employees in Ahmedabad.

Of the mills paying gratuity in Coimbatore, most followed the scheme framed by the Southern India Millowners' Association. This scheme covered all the categories of employees and provided for payment of gratuity in the event of death of an employee while in service or on resignation due to continued ill-health or on discharge on his becoming physically or mentally incapacitated for further service, irrespective of length of service. The rate of payment was one month's basic wage for each year of service prior to the introduction of provident fund scheme and half a month's basic wage thereafter, subject to a maximum of 15 months' basic wages. It also provided for payment of gratuity at this very rate in cases of retirement or resignation of employees or termination of their service by management after 15 years' of continuous service. For those employees whose services were terminated after 10 but less than 15 years' continuous service, it provided for payment of gratuity at the rate of three-fourths of a month's basic wages for each year of service prior to the introduction of Provident Fund and half a month's basic wage for each year of service thereafter.

Only a few factories in Howrah and Calcutta had gratuity schemes. In these factories the Schemes were applicable only to old employees who were paid benefits for the years prior to the introduction of provident fund schemes. In Indore also none of the factories covered had any gratuity scheme for production workers. However, there was an agreement between the Secretary Madhya Bharat Millowners' Association and the Secretary, Indore Textile Clerks' Association concerning payment of gratuity to clerical employees. The provisions of this agreement were more or less the same as of the schemes relating to clerical employees in Ahmedabad and Bombay City.

The system of paying gratuity was found to be in vogue in only three of the large factories surveyed in Kanpur. In two of them there was no regular scheme. The managements said that they paid 2 or 3 months' average consolidated wages at their discretion to permanent workers on retirement or in the event of their resigning on account of sickness, old age or physical disability. The third factory had a regular scheme covering permanent production workers as well as clerical staff. The scheme provided for payment of retirement gratuity at the following rate: (a) for service above 5 years but less than 10 years—15 days' consolidated wages (e.g., basic wages and dearness allowance), less employers contribution to provident fund, for each year of service subject to a minimum of one month's consolidated wages; (b) for service over 10 years—one month's consolidated wages for each year of service, less employer's contribution to provident fund, subject to a maximum of 8 months' consolidated wages.

In Madurai and Ramanathapuram, only one large establishment was paying gratuity in terms of an award of an Industrial Tribunal. This award became effective from October 1959 and was to remain in force till the end of

1962. Under this award, gratuity was payable in cases of (a) death or termination of service on medical grounds after 5 years' continuous service, (b) voluntary retirement or resignation after 10 years' continuous service, and (c) termination of service by management after 10 years' service. The amount of gratuity payable varied according to the years of service and ranged from Rs. 200 in the case of those having 5 years' service to Rs. 1,000 for those having 30 or more years' service to their credit.

In Nagpur also, only large size factories had gratuity schemes covering operatives as well as clerks. Operatives were entitled to gratuity in the event of death, termination of service on medical grounds or retrenchment. The sum payable varied according to length of service. The minimum was 2 months' wages or Rs. 160, whichever was less, if the period of service of the operative was over 5 and up to 10 years and the upper limit was 12 months' wages or Rs. 960, whichever was less, if the period of service exceeded 25 years. Clerical employees were being paid gratuity at the rate of one month's salary for each year of service, subject to a maximum of 15 months' salary, in the case of death or retrenchment. In the event of voluntary resignation, the gratuity was paid at a graduated scale linked with length of service.

In Sholapur, only two of the factories covered, both of which were large establishments, had gratuity schemes. In one, only clerical employees were covered, while in the other clerical as well as supervisory staff were receiving the benefit. The rate of payment was similar to the gratuity scheme in force in Ahmedabad for the same categories of employees.

Of the factories paying gratuity in the Residual Group, most had regular schemes and covered all categories of their employees. In a few, the payment was restricted to clerical and/or supervisory staff. The contingencies in which payment was made by most of the factories were death, retirement or termination of service. In case of death, generally no qualifying period of service was prescribed. However, the rate of payment was lower for years of service after the introduction of the provident fund scheme and ranged from half to one-third of a month's basic wage for each year of service. For years prior to the introduction of provident fund the rate was generally one month's basic wage for each year of service and in a few cases it was only half or one-third of a month's basic wage, most of the factories had prescribed a limit of 15 months' basic pay as gratuity. In cases of retirement or resignation on ground of ill-health, usually a qualifying period of service, ranging from 10 to 15 years, was prescribed. The rate of payment was generally one month's basic wage for each year of service prior to the introduction of provident fund and half a month's basic wage for the period thereafter. Wherever gratuity was being paid in cases of termination of service by management, the minimum qualifying period of service was generally 10 years. The rate of payment was 7 days' to three-fourths of basic pay (or salary in the cases of staff members) for those who had put in 10 or more but less than 15 years' service. For those having 15 or more years' service, the rate varied from half a month's basic wages to one month's basic pay/salary for each year of service. In many cases 15 months' basic pay or salary was paid.

Almost all the factories paying gratuity debarred persons dismissed for dishonesty or misconduct.

6.4 Maternity Benefits

Women employed in cotton textile factories were entitled to receive maternity benefit under the Employees' State Insurance Scheme, if it was in force in the area, or under the State Maternity Benefit Acts. During the course of the survey an attempt was made to collect statistics relating to number of women who were paid maternity benefits in each of the sampled establishments. However, it was found that all those factories which were covered by the Employees' State Insurance Scheme did not maintain any records of claims made or paid since the responsibility of making such payments was that of the Employees' State Insurance Corporation. The Corporation also did not have establishment or industry-wise figures. In view of this situation it is not possible to give an overall picture of the extent of maternity benefit enjoyed by women in the centres where the E.S.I. Scheme was in force or in the industry as a whole. At the time of the Survey the Scheme was not in force in Ahmedabad and Sholapur. The data collected in respect of these two centres are given in the following Statement 6.4 :—

STATEMENT 6.4

Proportion of Factories which paid and Women who received Maternity Benefits in Ahmedabad and Sholapur During 1959

Centro				No. of factories	Estimated percentage of factories employ- ing women		Estimated number of women* employed	Estimated percentage of women paid maternity benefits
					Total	Which paid maternity benefit		
1				2	3	4	5	6
1. Ahmedabad	..	..	..	111	73.1	68.4	6,047	7.5
2. Sholapur	..	..	..	84	95.9	6.6	3,687	2.3

*Relates to women covered under the Factories Act.

CHAPTER VII

INDUSTRIAL RELATIONS

During the post-war years, specially since the country gained independence, considerable attention has been paid to the promotion of industrial peace and the creation of favourable atmosphere for the growth of healthy labour-management relations. The activities of Government in this context were not confined merely to the enactment of laws for speedy settlement of disputes, framing of standing orders, constitution of works or joint committees, appointment of Labour or Welfare Officers, etc., but extended to measures designed to promote healthy trade unionism and direct negotiations. The labour-management relations which exist in the Cotton Textile Industry not only have the impact of these measures but also of the increasing realisation on the part of workers and employers of their responsibilities in the task of national reconstruction. The following paragraphs briefly describe some of the aspects and facts of industrial relations in the industry.

7.1 *Industrial Disputes*

Statistics relating to industrial disputes in the Cotton Textile Industry since 1951 as published in the Indian Labour Statistics are given in the following Statement 7.1:—

STATEMENT 7.1
Industrial Disputes in Cotton Textile Factories
(1951-1961)

Year					No. of disputes	No. of workors involved (In lakhs)	No. of mandays lost (In lakhs)
					2	3	4
1951	..	..	..	..	221	3.24	15.57
1952	..	..	..	..	227	4.38	10.81
1953	..	..	..	..	121	1.07	5.75
1954	..	..	..	..	111	1.25	4.33
1955	..	..	..	..	231	1.70	21.04
1956	..	..	..	..	203	2.46	20.10
1957	..	..	..	..	276	2.46	14.86
1958	..	..	..	..	172	1.95	10.25
1959	..	..	..	..	166	1.69	14.81
1960	..	..	..	..	174	2.83	9.71
1961	..	..	..	..	129	0.73	8.78

It will be observed from the above statistics that except for the years 1951, 1956, 1957 and 1959, the industry has enjoyed more or less peaceful labour-management relations. Detailed information relating to causes for the loss of mandays prior to 1956 are not readily available. The main reasons for the considerable loss of mandays during 1956, 1957 and 1959 were strikes

in certain important centres such as Madras, West Bengal, Bombay, Nagpur etc., on account of disputes relating to revised work loads, bonus, dismissal of certain workers, lay-off compensation, etc.

7.2 Trade Unionism

Commenting on the state of trade unionism in the cotton mill industry the Labour Investigation Committee had observed: "In spite of the changed outlook both of the State and the employers so far as trade unionism is concerned, it has not yet come into its own".* Except for the mention of number of unions existing in some of the centres and membership of some of them, the Committee did not give any statistics of extent of trade unionism. Consequently, it is not possible to comment on the changes that have taken place since then. Information collected in the course of the present Survey shows that trade unionism has developed in varying degrees in all the centres of the industry. The following Statement 7.2 gives details in respect of each of the centres:—

STATEMENT 7.2

Extent of Trade Unionism in Cotton Textile Factories in 1960-61

Centre	No. of factories	Estimated percentage of factories where workers were members of trade unions	Estimated number of workers on 31st December, 1959*	Estimated percentage of workers who were members of unions as on 31-12-59	Estimated percentage of factories having union(s) recognised by management
		3	4	5	6
1. Ahmedabad	111	57.7	1,71,195	65.2	100.0
2. Ajmer and Jaipur	4	100.0	6,572	@	100.0
3. Bangalore	16	25.0	7,606	81.9	100.0
4. Bombay City and its Suburbs ..	189	49.6	2,61,073	64.2	94.0
5. Coimbatore	99	79.8	53,131	78.8	56.8
6. Howrah and Calcutta	35	70.5	41,337	41.3	32.4
7. Indore	7	100.0	23,941	58.1	100.0
8. Kanpur	13	100.0	43,322	41.5	..
9. Madurai and Ramanathapuram ..	35	85.1	29,615	71.5	64.1
10. Nagpur	13	38.5	14,791	58.2	100.0
11. Sholapur	84	21.9	36,717	48.6	81.2
12. Residual	795 ²	55.2	3,06,199	72.2	56.1
13. All India	1,401	55.8	9,95,499	65.5	64.7

*Relate to those covered under the Factories Act.

@In all the sampled units there were two unions and the membership claimed by them exceeded even the total number of workers employed. On the basis of the membership figure given by the union officials the percentage works out to 106.7.

In all the factories surveyed in Ajmer-Jaipur, Indore and Kanpur, workers were found to have been unionised. Among other centres the percentage of factories where workers were found to be members of unions was the highest in Madurai and Ramanathapuram (85), and the lowest in Sholapur (22). An attempt was also made to collect information regarding the number of workers

*Report on an Enquiry into Conditions of Labour in the Cotton Mill Industry in India by S.R. Deshpande, Page 133.

in each sampled factory who were members of trade unions. It was generally found that there were no proper records. In the case of common unions, i.e., having membership of workers employed in more than one factory, it was found that they did not contain information separately for each factory. Quite often exaggerated claims of membership were put forward by union officials. At times, in factories having two or more rival unions, it was found that the membership figures given exceeded even the total employment strength of the concerned factories. The figures of membership given in Statement 7.2, therefore suffer from limitations and may be on the higher side. The figures show that in the country as a whole nearly 66 per cent. of the workers in the industry were unionised. The proportion of workers who were reported to be members of unions was found to be the highest in Ajmer and Jaipur centre and the lowest in Howrah and Calcutta.

In the industry as a whole, a fairly high proportion of factories (65%) had accorded recognition to unions of workers. In Ahmedabad, Ajmer and Jaipur, Bangalore, Indore and Nagpur the managements of all the factories surveyed and having unions were found to have recognised a union of their workers. Kanpur was the only centre where none of the unions had been recognised by the managements of the units covered. The reasons given by the managements for not according recognition were as follows—

- (i) It was the policy of the managements not to recognise any trade union so that labour trouble in the factory did not increase.
- (ii) It is not obligatory on the part of managements to recognise any union.
- (iii) The managements did not know as to which of the union represented the majority of workers and hence no union was recognised.

The activities of unions were found to be mainly confined to be securing claims under various Labour Acts and redress of grievances of their members. There were a few unions which were engaged in other activities as well, such as recreation, welfare, adult education, relief measures. The following Statement 7.3 gives the percentage of such unions in various centres.

STATEMENT 7.3

*Estimated percentage of Unions engaged in Welfare Activities, etc.
(1960-61)*

Centre	Recreation	Welfare	Adult education	Relief to distressed members
1	2	3	4	5
1. Ahmedabad	20.8	20.8	..	..
2. Ajmer and Jaipur .. ..	..	..	..	..
3. Bangalore	50.0	..	..	..
4. Bombay City and its Suburbs	52.6	63.9	52.6	13.8
5. Coimbatore	1.5	18.8	4.2	94.6
6. Howrah and Calcutta	42.6	24.0	..	9.3
7. Indore	46.2	92.3	46.2	100.0
8. Kanpur	58.8	6.0	6.0	29.2
9. Madurai and Ramanathapuram	6.3	6.3	..	56.5
10. Nagpur	33.3	66.7	..	66.7
11. Sholapur .. ..	..	..	..	..
12. Residual	8.2	4.5	2.2	41.4
13. All India	16.1	15.5	5.9	36.6

Recreation facilities provided by the unions were generally in the form of indoor and/or outdoor games. Some of the unions were also organising film shows and annual sports or cultural programmes. A few were running schools for education of workers' children and had organized credit societies or housing societies but their number was insignificant. Among the unions of textile workers the Textile Labour Association, continued to be the outstanding. Its activities seem to have expanded considerably since the time of enquiry of the Labour Investigation Committee and covered a very wide field. It had a special complaints department for securing redress of grievances of workers, both members as well as non-members, and special arrangements existed for helping workers in securing claims under the Workmen's Compensation Act and the Maternity Benefit Act. It also provided legal aid to its members. For providing medical aid it was running an allopathic and two homoeopathic dispensaries. Its health education programme included organising and running of night classes in chawls and programmes for education concerning maternal health. For promoting education of workers' children, it was running nursery schools and hostels for girls and had also opened Study Homes. The Association granted scholarships to deserving children and had also made arrangements for vocational training. It had organised a federation of all types of co-operative societies of industrial workers. At the end of March, 1959, the membership of the federation was 63. This federation conducted classes for imparting instructions in co-operation. The Association was also supporting and encouraging the growth of a 'Majur Shakari Bank' to provide cheap credit to workers and encourage thrift among working classes. At the end of the financial year 1959 this Bank had a membership of 30,425 and a working capital of Rs. 35.23 lakhs. Among notable activities of the Rashtriya Mill Mazdoor Sangh of Bombay were the conducting of educational classes for trade union workers, running of a homoeopathic dispensary and organising of a Co-operative Housing Society for the benefit of workers. Among the unions which claimed to be providing relief to their distressed members none, except the Mill Mazdoor Sabha, Bombay, seemed to be having any regular scheme. The Mill Mazdoor Sabha had started a 'Members Benefit Scheme' on an experimental basis to provide relief to its members in cases of prolonged illness or disablement, or to their dependants in case of death of members*.

7.3 *Agreements*

An encouraging feature which was noticed in the field of labour-management relations is the large number of agreements concluded by employers and workers generally as a result of direct negotiations. Quite often such agreements were registered in the form of memoranda of settlement under the Industrial Disputes Act or such State Acts as the Bombay Industrial Relations Act, 1946,

*For details see Report on Survey on Labour Conditions in Silk Factories in India, p. 91.

etc. The following Statement gives details of the factories where collective agreements were concluded and the main items covered, etc.—

STATEMENT 7.4

*Percentage of Factories in which Disputes were settled by mutual Agreements
(1956-1961)*

Centro	No. of factories	Per-centage of fac-tories where agree-ments were con-cluded	Percentage of issues involved in agreements								
			Wages and dearness allowance	Bonus	Other allow-ances	Gra-tuity	Re-tren-ement	Con-firma-tion	Leave and holi-days with pay	Other matters	
1	2	3	4	5	6	7	8	9	10	11	
1. Ahmedabad ..	111	57.7	19.6	7.5	9.1	9.8	..	..	12.0	42.0
2. Ajmer and Jaipur ..	4	50.0	50.0	..	..	..	..	..	..	50.0
3. Bangalore ..	16	50.0	22.2	11.1	..	5.6	..	..	16.7	44.4
4. Bombay City and its Suburbs ..	189	39.1	63.7	10.4	5.2	10.3	..	..	5.2	5.2
5. Coimbatore ..	99	49.5	48.8	2.7	..	..	..	..	5.4	43.1
6. Howrah and Calcutta	35	59.1	15.1	23.5	4.2	..	..	..	15.1	42.1
7. Indore ..	7	85.7	15.8	..	2.6	18.4	7.9	..	..	55.3
8. Kanpur ..	13	60.2	..	44.5	..	..	..	27.8	..	27.7
9. Madurai and Ramana-thapuram ..	35	77.0	48.8	46.2	..	..	..	..	..	5.0
10. Nagpur ..	13	38.5	25.0	..	12.5	12.5	12.5	..	..	37.5
11. Sholapur ..	84	3.2	..	..	..	..	..	..	..	100.0
12. Residual ..	795	24.3	28.4	17.3	1.9	1.1	3.7	2.9	5.8	38.9	
13. All India ..	1,401	32.8	39.9	12.2	4.3	6.7	1.4	1.0	6.7	27.8	

7.4 Standing Orders

Data collected during the course of the Survey show that nearly 36 per cent. of cotton textile factories in the country had framed standing orders

covering nearly 93 per cent. of the employees in the industry. Centrewise details are given in the following Statement 7·5:—

STATEMENT 7·5

Standing Orders in Cotton Textile Factories

Centre	No. of factories	Estimated percentage of factories employing 100 or more workers	Estimated percentage of factories having standing orders	Estimated percentage of factories where standing orders were framed for	
				Production workers	Clerical staff
1	2	3	4	5	6
1. Ahmedabad	111	53·9	53·9	..	..
2. Ajmer and Jaipur	4	100·0	100·0	50·0	50·0
3. Bangalore	16	25·0	25·0	100·0	..
4. Bombay City and its Suburbs ..	189	40·6	40·6	..	..
5. Colmbatore	99	59·6	74·8	10·6	..
6. Howrah and Calcutta	35	70·5	52·4	56·4	..
7. Indore	7	100·0	100·0	..	..
8. Kanpur	13	61·5	80·8	..	..
9. Madurai and Ramanathapuram ..	35	77·7	100·0	70·3	..
10. Nagpur	13	38·5	38·5	..	..
11. Sholapur	84	9·5	6·4	..	..
12. Residual	795	21·7	25·6	41·5	1·5
13. All India	1,401	32·6	35·9	26·5	1·0

STATEMENT 7·5—*contd.*

Centre	Estimated percentage of factories where standing orders were framed for		Estimated total number of employees*	Estimated percentage of employees covered by standing orders
	Watch and ward staff	Production workers as well as clerical and watch and ward staff		
	7	8	9	10
1. Ahmedabad .. ..	..	100·0	1,72,993	98·8
2. Ajmer and Jaipur .. ..	..	50·0	6,572	98·4
3. Bangalore .. ..	..	..	7,800	90·3
4. Bombay City and its Suburbs ..	..	100·0	2,61,203	97·5
5. Colmbatore	10·6	89·4	54,243	97·0
6. Howrah and Calcutta .. ..	..	43·6	41,453	96·0
7. Indore .... ..	..	100·0	23,961	99·1
8. Kanpur .. ..	..	100·0	43,961	96·0
9. Madurai and Ramanathapuram ..	23·6	29·7	35,947	87·0
10. Nagpur .. ..	..	100·0	14,791	98·3
11. Sholapur .. ..	..	100·0	37,383	52·8
12. Residual	11·0	58·5	4,09,479	91·3
13. All India	7·6	73·5	10,09,786	93·3

*Relate to all employees whether covered or not covered under the Factories Act.

Under the Industrial Employment (Standing Orders) Act, 1946 passed by the Government of India framing of standing orders is obligatory for establishments employing 100 or more workers. Generally the standing orders in force in various factories had been framed under the Central Act. In those States (e.g., Bombay and Madhya Pradesh) where there were State laws on the subject the standing orders had been framed under them. From Statement 7.5 it would be seen that except for Sholapur, Howrah and Calcutta every where all factories employing 100 or more workers had framed standing orders. In fact in most of the places the proportion of factories having standing orders was higher than of those employing 100 or more workers. Except for a few centres every where majority of the factories having standing orders had framed the orders covering production workers as well as clerical and watch and ward staff. In the country as a whole nearly 93 per cent. of the employees were covered by the standing orders. The percentage of such employees varied from 53 in Sholapur to 99 in Indore.

7.5 *Labour and Welfare Officers*

In order to enable employers to have better arrangements for personnel management and to facilitate proper implementation of various Labour Acts, the Factories Act requires establishments employing 500 or more workers, to employ a Welfare Officer. Information collected during the Survey shows that nearly 25 per cent. of cotton textile factories in the country were under an obligation to appoint Welfare Officers and of them 87 per cent. had done so. Centre-wise details are given in the following Statement 7.6:—

STATEMENT 7.6

Estimated percentage of Factories employing Labour or Welfare Officers (1960-61)

Centre	No. of factories	Estimated percentage of factories		
		Employing 500 or more workers	Employing 500 or more workers and having Welfare Officer*	Having a Welfare Officer whether employing 500 workers or not
1	2	3	4	5
1. Ahmedabad	111	53.9	100.0	53.9
2. Ajmer and Jaipur	4	100.0	50.0	50.0
3. Bangalore	16	25.0	100.0	25.0
4. Bombay City and its Suburbs	189	31.8	100.0	31.8
5. Coimbatore	99	39.4	43.6	17.2
6. Howrah and Calcutta	35	22.9	100.0	34.4
7. Indore	7	85.7	100.0	100.0
8. Kanpur	13	61.5	100.0	61.5
9. Madurai and Ramanathapuram	35	15.7	50.0	7.9
10. Nagpur	13	38.5	100.0	38.5
11. Sholapur	84	9.5	100.0	9.5
12. Residual	795	17.6	87.2	15.8
13. All India	1,401	24.8	87.1	22.2

*Percentage of factories in Col. (3)

The results show that, except for Ajmer and Jaipur, Coimbatore, Madurai and Ramanathapuram, and the Residual Group, every where all factories which were under an obligation to appoint a Welfare Officer had done so. Generally speaking those factories which were not under a legal obligation had not appointed such an officer. Only in Howrah and Calcutta as well as Indore some of the factories had voluntarily appointed Welfare Officers.

7.6 Works or Joint Committees

With a view to providing a forum for mutual discussion of matters concerning day to day relationship between employers and workers, the Industrial Disputes Act, 1947 and some of the State laws provide for the constitution of works or joint committees. Under the Central Act formation of such committees is obligatory for establishments employing 100 or more workers, but under some of the State laws no such employment limit is prescribed. For instance, under the Bombay Industrial Relations Act, 1946, a Joint Committee may be constituted for an undertaking or occupation with the consent of the employer and the registered union for the industry for the local area, provided there is a representative union and 15 per cent. of the employees are members of a registered union.

On the basis of the information collected in the course of the Survey, it is estimated that nearly one-third of cotton textile factories in the country employed 100 or more workers but only about 39 per cent. of them had constituted such committees. The percentage of factories, whether employing 100 or more workers or not, which had such committees was only about 13. The detailed information in respect of each centre is given in Statement 7.7:—

STATEMENT 7.7

*Estimated percentage of Cotton Textile Factories having Works or Joint Committees
(1960-61)*

Centre	No. of factories	Estimated percentage of factories		
		Employing 100 or more workers	Employing 100 or more workers and having Works/Joint Committees	Having Works or Joint Committees whether employing 100 or more workers or not
1	2	3	4	5
1. Ahmedabad	111	53.9	59.5	32.1
2. Ajmer and Jaipur	4	100.0	100.0	100.0
3. Bangalore	16	25.0	100.0	25.0
4. Bombay City and its Suburbs	189	40.6	7.8	3.2
5. Coimbatore	99	59.6	33.6	20.0
6. Howrah and Calcutta	35	70.5	58.1	40.9
7. Indore	7	100.0	..	..
8. Kanpur	13	61.5	..	..
9. Madurai and Ramanathapuram	35	77.7	50.6	39.3
10. Nagpur	13	38.5	..	..
11. Sholapur	84	9.5	33.4	3.2
12. Residual	795	21.7	44.0	9.6
13. All India	1,401	32.6	38.6	12.6

A wide variety of reasons were given by defaulting managements for not forming Works or Joint Committees. The most common reason seemed to be that neither the management nor workers or their union officials evinced any interest in the committee. Wherever there were strong and well organised unions, it was felt that the union could attend to all matters and there was no need for such a committee. In some of the factories Works/Joint Committees were constituted, but later on disbanded by the managements. The reasons given for this by the managements were: (a) committee was used as a forum for putting only fresh demands or demands which were not within the jurisdiction of the committee, or (b) workers did not implement the decisions taken, or (c) there was inter-union rivalry which made the functioning of the committee difficult. Workers stated that their lack of interest in the committee was due to the fact that they found the committees to be of no use as either no decisions were taken or if taken they were not implemented by the managements. In a number of cases managements stated that action had been initiated for forming the committee. A few managements explained that their factory was new and hence they could not devote attention to the formation of the committee.

The rules framed by the State Governments under the Industrial Disputes Act provide that works committees must meet at least once in a month. Data collected during the Survey show that this provision of the rules was generally not being observed and in fact nearly one-fourth of the committees did not meet at all during 1959 and another one-third met not more than 3 times during the year. Details in respect of each centre are given in Statement 7·8: --

STATEMENT 7·8

Percentage distribution of Works/Joint Committees according to number of Meetings held During 1959

Centro	Percentage of Works/Joint Committees					
	Which met not over once	Which met up- to 3 times	Which met over 3 but less than 6 times	Which met over 6 but less than 9 times	Which met over 9 times	For which no records were available
1	2	3	4	5	6	7
1. Ahmedabad ..	34·0	33·0	11·0	22·0	..	..
2. Ajmer and Jaipur ..	50·0	..	..	..	..	50·0
3. Bangalore ..	..	..	..	..	100·0	..
4. Bombay City and its Suburbs ..	..	..	..	..	100·0	..
5. Coimbatore ..	42·9	28·6	..	14·2	14·3	..
6. Howrah and Calcutta ..	27·9	44·2	..	..	27·9	..
7. Indore ..	*	*	*	*	*	*
8. Kanpur ..	*	*	*	*	*	*
9. Madurai and Ramana- nathapuram ..	20·0	60·0	..	..	20·0	..
10. Nagpur ..	*	*	*	*	*	*
11. Sholapur ..	..	..	100·0	..	..	..
12. Residual ..	15·8	32·9	31·6	7·9	3·9	7·9
13. All India ..	23·5	32·3	17·4	9·5	12·8	4·5

*No Works or Joint Committee at all.

7.7 Other Committees

Nearly 8 per cent. of the factories had constituted safety committees and all of them were confined to a few centres. The percentage of factories having safety committees was the highest in Kanpur (61.5) followed by Nagpur (38.5), Ahmedabad (25.0), Bombay City and its Suburbs (15.9), Residual Group (5.3) and Sholapur (3.2). Generally these committees consisted of representatives of management as well as workers and functioned under the chairmanship of the Manager, but some of them, specially in Bombay City and its suburbs, comprised solely of heads of departments and Labour Officer with Manager as the Chairman. The function of the committees was to investigate accidents and to suggest ways and means for improving safety and reducing accidents. Some of them met only when there were accidents while others held regular meetings. A few committees had elaborate programmes covering such matters as imparting of safety training to new workers, investigation of causes of accidents and recommending to managements precautions that may be taken, inspecting of machines for ensuring proper fencing and their safe working. Very few organised safety weeks. Only in one factory prizes were being awarded to sections with low accidents during the year.

Only an insignificant number of factories in Ahmedabad, Coimbatore and the Residual Group had Production Committees. Works or Joint Committees in about 6 per cent. of the factories in Coimbatore and 3.5 per cent. in Ahmedabad also functioned as Production Committees. Thus, if they are also counted, the percentage of factories having Production Committees in these centres was nearly 9 and 7 respectively. Sports Committee was found to have been constituted in only one of the sampled factories in Bombay. Incidentally, it may be mentioned that all the committees discussed above existed only in fairly large establishments.

7.8 Grievance Procedure

Except for the provisions contained in the Standing orders, wherever they had been framed, none of the factories surveyed had prescribed any definite procedure for the redress of the grievances of their employees. The provisions of the standing orders were general in nature and simply laid down the authority to whom the complaint may be submitted and who would hear appeal. They did not provide procedural details or prescribe the time limit for giving decisions. In Ahmedabad, workers generally sought redress of their grievances through the Textile Labour Association, which had a complaints Department. A number of experienced full-time workers and shop stewards formed an important part of the grievance machinery of the Associations. The aggrieved workers initially approached shop stewards at the mill level. In case the shop steward failed to settle the matter he directed the worker to go to Association's office for recording the complaint. On receipt of the complaint, the machinery of the Association was set in motion. Initially effort was made by the Association's Inspector to secure the redress of the grievance through his efforts at the floor level. On his failure higher officers of the Association stepped in to pursue the matter up to the level of the Millowners' Association or Industrial Court. The Rashtriya Mill Mazdoor Sangh is also reported to have

set up a similar machinery in Bombay. The general practice in almost all the centres was that in cases of small establishments the grievances were looked into directly by the proprietor. In slightly bigger factories workers initially approached their supervisor or departmental in charge for redress of their grievances and if not satisfied with the decision they took up the matter with the manager or proprietor. In bigger factories, there were some conventions under which complaints moved up to the level of General Manager by stages. Wherever Welfare or Labour Officers had been appointed, the grievances were generally attended to by them. In none of the factories covered there was any prescribed form or time limit for the disposal of complaints.

CHAPTER VIII

LABOUR COST

Information pertaining to labour cost was collected in respect of those employees in the sampled establishments who were covered under the Factories Act and were receiving less than Rs 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry relating to labour cost was modelled on the lines of the Study of Labour Costs in European Industry made by the International Labour Office in 1956, with such modifications as were necessary in the light of peculiar conditions in India. For instance, since in India wages are paid on the basis of 'day' instead of hours as in European countries, the data were collected for mandays and not man-hours. Similarly, it was found in the course of the pilot enquiry that, but for a very few exceptions, none of the establishments maintained any separate records of payments made for leave and holidays or for the days not worked and hence these were dropped as separate items and included under 'basic wage'. Certain additions were made in the list of items covered by the I.L.O. study either on the basis of the decisions of the Study Group, mentioned above, or for obtaining separate data on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay off compensation, washing facilities, etc.

The Survey was launched late in December 1959 and completed in June 1961. With a view to obtaining a better estimate of costs, in respect of items of welfare amenities, etc., salaries and other payments made to those persons who were employed in connection with these items, even though they were covered under the Factories Act and were receiving less than Rs. 400 per month, were not included in the general head 'wages'. Expenses incurred in connection with such persons were recorded against the item for which they were employed. Similarly, mandays worked by such persons were also excluded.

For purposes of collecting the labour cost data, the field staff was instructed to obtain figures of expenditure incurred by the employers during the calendar year 1959. However, where the financial year of the sampled factories was other than the calendar year or where the account books for the specified period were found to be not ready or available for some reason, the field staff was permitted to take the information for the latest year for which it was available, subject to the condition that as far as possible the major part of the year 1959 was covered. By and large it was possible to collect information for the year 1959. The few cases in which statistics could not be collected for this period were those where the records were not available. In all such cases it was found that there were no wage revisions or no material changes in the type of amenities or benefits provided. Since such cases were very few the information given here can be treated as relating to the year 1959.

8.1 Labour Cost per Manday worked

The following Statement 8.1 gives the estimated labour cost per manday worked in various centres of the industry.

STATEMENT 8.1*Labour Cost per Manday worked in Cotton Textile Factories in 1959*

(In Rupees)

Centre								Labour Cost
1								2
1. Ahmedabad .. .. .	..	..	..	..	..	..	..	6.65
2. Ajmer and Jaipur .. .. .	..	..	..	..	..	..	..	2.99
3. Bangalore .. .. .	..	..	..	..	..	..	..	4.82
4. Bombay City and its Suburbs .. .. .	..	..	..	..	..	..	..	6.57
5. Coimbatore .. .. .	..	..	..	..	..	..	..	4.56
6. Howrah and Calcutta .. .. .	..	..	..	..	..	..	..	3.72
7. Indore .. .. .	..	..	..	..	..	..	..	5.11
8. Kanpur .. .. .	..	..	..	..	..	..	..	4.76
9. Madurai and Ramanathapuram .. .. .	..	..	..	..	..	..	..	4.40
10. Nagpur .. .. .	..	..	..	..	..	..	..	4.90
11. Sholapur .. .. .	..	..	..	..	..	..	..	3.34
12. Residual .. .. .	..	..	..	..	..	..	..	4.43
13. All India .. .. .	..	..	..	..	..	..	..	5.36

The estimated labour cost per manday worked in the Cotton Textile Industry in the country was Rs. 5.36. As between the different centres the cost was the highest (Rs. 6.65) in Ahmedabad and the lowest in Ajmer—Jaipur (Rs. 2.99).

8.2 Components of Labour Cost

The following Statement 8.2 shows the break-up of labour cost by components.

STATEMENT 8.2
Labour Cost per Manday worked by Components
(1959)

Centre	Wages	Premium pay for overtime and late shifts	Bonuses	Other cash payment	Payments in kind
1	2	3	4	5	6
1. Ahmedabad ..	6.07 (91.28)	0.01 (0.15)	0.01† (0.15)	*	*
2. Ajmer and Jaipur ..	2.80 (93.65)	0.01 (0.33)	..	..	..
3. Bangalore	3.93 (81.54)	0.05 (1.04)	0.14 (2.90)	*	0.03 (0.62)
4. Bombay City and its Suburbs	5.75 (87.52)	0.01 (0.15)	0.19 (2.89)	*	*
5. Coimbatore ..	3.85 (84.43)	0.04 (0.88)	0.28 (6.14)	*	*
6. Howrah and Calcutta	3.19 (85.75)	*	0.10 (2.69)	0.13 (3.49)	..
7. Indore	4.65 (91.00)	*	..	..	..
8. Kanpur	4.18 (87.82)	*	0.18 (3.78)	*	..
9. Madurai and Rama- nathapuram ..	3.66 (83.18)	0.05 (1.14)	0.35 (7.95)	*	0.02 (0.45)
10. Nagpur	4.47 (91.23)	*	..	..	..
11. Sholapur	3.18 (95.21)	*	..	*	*
12. Residual	3.92 (88.49)	0.02 (0.45)	0.10 (2.26)	0.01 (0.23)	*
13. All India	4.75 (88.62)	0.01 (0.19)	0.12 (2.24)	0.01 (0.19)	*

NOTE—Figures in brackets are percentages.

*Denotes less than Re. 0.005.

†In Ahmedabad, bonus constituted a negligible proportion to the total labour cost. Even though the system of bonus was in vogue in nearly 65 per cent. of the factories, it was observed that during the year 1959, the period for which the data on labour cost were collected, no bonus was paid in most of the factories. In fact, bonus for the year 1958 was paid by some mills only in 1960 and the matter relating to bonus was pending before the Supreme Court in respect of 18 big mills.

STATEMENT 8.2—*contd.*

(In Rupees)

Centre	Social Security contributions		Subsidies	Direct benefits	Payments related to labour cost	Others	Total
	Obligatory	Non-obligatory					
	7	8	9	10	11	12	13
1. Ahmedabad ..	0.50 (7.52)	..	0.05 (0.75)	*	*	0.01 (0.15)	6.65 (100.00)
2. Ajmer and Jaipur ..	0.11 (3.68)	..	0.07 (2.34)	..	..	..	2.99 (100.00)
3. Bangalore ..	0.30 (6.22)	0.33 (6.85)	0.04 (0.83)	..	..	*	4.82 (100.00)
4. Bombay City and its Suburbs ..	0.55 (8.37)	*	0.05 (0.76)	*	*	0.02 (0.31)	6.57 (100.00)
5. Coimbatore ..	0.31 (6.80)	*	0.06 (1.31)	*	0.01 (0.22)	0.01 (0.22)	4.56 (100.00)
6. Howrah and Calcutta	0.25 (6.72)	*	0.05 (1.35)	*	*	*	3.72 (100.00)
7. Indore ..	0.36 (7.04)	..	0.10 (1.96)	*	*	—	5.11 (100.00)
8. Kanpur ..	0.29 (6.09)	0.03 (0.63)	0.07 (1.47)	..	0.01 (0.21)	*	4.76 (100.00)
9. Madurai and Ramana- thapuram ..	0.22 (5.00)	*	0.08 (1.82)	..	0.02 (0.46)	*	4.40 (100.00)
10. Nagpur ..	0.35 (7.14)	..	0.08 (1.63)	..	*	..	4.90 (100.00)
11. Sholapur ..	0.11 (3.29)	..	0.04 (1.20)	..	*	0.01 (0.30)	3.34 (100.00)
12. Residual ..	0.28 (6.32)	0.01 (0.22)	0.08 (1.80)	*	0.01 (0.23)	*	4.43 (100.00)
13. All India ..	0.39 (7.27)	0.01 (0.19)	0.06 (1.12)	*	*	0.01 (0.18)	5.36 (100.00)

NOTE—Figures in brackets are percentages.

*Denotes less than Re. 0.05.

8.2.1 Wages

The term 'Wages' includes basic wage, dearness allowance, incentive or production bonus and attendance bonus. It was desired to collect separate data under this head in respect of mandays actually worked and mandays

not worked but paid for. However, in the course of the pilot enquiry it was found that most of the managements did not maintain separate records of payments made for the days worked and for leave and holiday periods. Consequently, there was no alternative but to record sums paid for the days worked as well as for the days not worked but paid for.

Of the various components 'Wages' alone accounted for nearly 89 per cent. of the total labour cost. The percentage which this component formed to the total ranged from 95.2 in Sholapur to 81.5 in Bangalore. Statement 8.3 gives the break-up of the figures of 'Wages' component under sub-groups.

STATEMENT 8.3
Break-up of Wages Cost by Components

								(In Rupees)
Centre					Basic wage and dearness allowance	Incentive or produc- tion bonus	Atten- dance bonus	Total
1					2	3	4	5
1. Ahmedabad	..	..	..	..	6.07 (100.00)	*	..	6.07
2. Ajmer and Jaipur	..	..	..	..	2.80 (100.00)	..	..	2.80
3. Bangalore	..	..	..	..	3.93 (100.00)	..	..	3.93
4. Bombay City and its Suburbs	..	..	..	..	5.75 (100.00)	*	*	5.75
5. Coimbatore	..	..	..	..	3.79 (98.44)	0.08 (1.56)	..	3.85
6. Howrah and Calcutta	..	..	..	..	3.19 (100.00)	*	*	3.19
7. Indore	..	..	..	..	4.65 (100.00)	*	..	4.65
8. Kanpur	..	..	..	..	4.15 (99.28)	*	0.03 (0.72)	4.18
9. Madurai and Ramanathapuram	..	..	..	..	3.58 (97.81)	0.08 (2.19)	..	3.66
10. Nagpur	..	..	..	..	4.46 (99.78)	0.01 (0.22)	..	4.47
11. Sholapur	..	..	..	..	3.18 (100.00)	*	..	3.18
12. Residual	..	..	..	..	3.91 (99.74)	0.01 (0.26)	*	3.92
13. All India	..	..	..	..	4.74 (99.79)	0.01 (0.21)	*	4.75

*Denotes less than Re. 0.05.

Basic wages and dearness allowance alone accounted for 99·8 per cent. of the total 'wage' cost and the rest was shared by production, incentive or attendance bonus. In some of the centres basic wages and dearness allowance were the sole components.

8·2·2 *Premium Pay for Overtime and Late Shifts*

Under this head only the premium part of the payments made for over-time work or late shift were taken into account. For example, if a worker was paid one and a half times his normal rates of wages for working late hours, only the extra amount paid to him, i.e., one-half in this case, was treated as the premium pay. As will be seen from Statement 8·2, this component constituted an insignificant proportion of the total cost in all the centres.

8·2·3 *Bonuses*

Under this head data were collected in respect of payments made in the form of Festival, Year-end, Profit Sharing and other such bonuses. Figures given in Statement 8·2 would show that 'Bonuses' constituted the third important component of labour cost, next only to 'Wages' and 'Social Security Contributions', and accounted for nearly 2 per cent. of the total. The proportion of this component was the highest in the Madurai-Ramanathapuram centre, followed by Coimbatore. No expenses in the form of bonuses were reported from Ajmer-Jaipur, Indore, Nagpur and Sholapur. Generally in all the Centres, except Howrah and Calcutta, year-end bonus was the sole or predominant item of expenditure under this head. In Howrah and Calcutta, Festival Bonus was the sole component.

8·2·4 *Other Cash Payments*

The figures given in Statement 8·2 show that 'Other Cash Payments' constituted only 0·19 per cent. of the total labour cost. They feature in nine out of the 12 centres of the industry and in all of them except Howrah and Calcutta, the expenses under this head were almost insignificant. In Howrah and Calcutta, cash payments were mostly either *ex-gratia* or *ad hoc* payments at the time of festivals or house rent allowance. In one of the sampled factories, workers were also receiving difference of pay, which was more than the pay awarded by the Industrial Tribunal, as an *ex-gratia* payment. In other centres cash payments were mostly *ex-gratia* payments on festivals, etc., certain allowances paid to workers, e.g., cash or machine handling allowance, house rent allowance, and travelling or transport allowance.

8·2·5 *Payments in Kind*

Expenses on this account were insignificant in almost all the centres and thus even at the all-India level. They generally related to supply of food articles and in a few cases to supply of clothes, etc., to workers.

8·2·6 *Social Security Contributions*

Expenses incurred by employers on items of social security for their employees were the second most important element constituting nearly 7 per cent. of the total labour cost. Information in respect of this component was obtained under two separate heads: (a) Obligatory—i.e., those payments which the employers were required to make under certain labour laws, and (b) Non-Obligatory—i.e., those expenses which employers were incurring voluntarily.

The following Statement 8.4 shows the estimated cost of social security contributions under each item for which information was collected.

STATEMENT 8.4

Cost of Social Security Contributions Per Manday Worked in 1959

(In Rupees)

Centre	Obligatory					
	Provident Fund	Retrenchment compensation	Lay off compensation	Contributions to Employees' State Insurance Corporation	Compensation for	
					Employment injury	Occupational diseases
1	2	3	4	5	6	7
1. Ahmedabad ..	0.35 (70.00)	0.04 (8.00)	*	0.05 (10.00)	0.01 (2.00)	..
2. Ajmer and Jaipur ..	0.10 (90.91)	..	..	0.01 (9.09)	..	..
3. Bangalore ..	0.24 (80.00)	0.01 (3.33)	..	0.05 (16.67)	..	..
4. Bombay City and its Suburbs ..	0.33 (60.00)	0.06 (10.91)	*	0.10 (18.18)	*	..
5. Coimbatore ..	0.22 (70.97)	*	0.04 (12.90)	0.05 (16.13)	*	..
6. Howrah and Calcutta	0.20 (80.00)	0.02 (8.00)	*	0.03 (12.00)	*	..
7. Indore ..	0.29 (80.55)	0.01 (2.78)	*	0.06 (16.67)	..	..
8. Kanpur ..	0.22 (75.86)	0.10 (3.45)	*	0.06 (20.69)	..	..
9. Madurai and Ramana- thapuram ..	0.20 (90.91)	*	*	0.02 (9.09)	*	..
10. Nagpur ..	0.28 (80.00)	..	..	0.07 (20.00)	..	..
11. Sholapur ..	0.09 (81.82)	0.01 (9.09)	*	0.01 (9.09)	*	..
12. Residual ..	0.21 (75.00)	0.02 (7.14)	*	0.04 (14.29)	*	*
13. All India ..	0.26 (66.67)	0.03 (7.69)	0.01 (2.56)	0.06 (15.39)	*	*

NOTE—Figures in brackets are percentages to total in col. (11),

*Indicates less than Re. 0.005.

STATEMENT 8.4—*contd.*

(In Rupees)

Centre	Obligatory				Non-obligatory	Total obligatory and non-obligatory contributions	Percentage of social security contributions to total labour cost
	Maternity benefits	Dependents allowance	Others	Total			
	8	9	10	11	12	13	14
1. Ahmedabad ..	*	..	0.05 (10.00)	0.50 (100.00)	..	0.50	7.52
2. Ajmer and Jaipur	0.11 (100.00)	..	0.11	3.68
3. Bangalore	0.30 (100.00)	0.33	0.63	13.07
4. Bombay City and its Suburbs ..	*	..	0.06 (10.91)	0.55 (100.00)	*	0.55	8.37
5. Coimbatore	0.31 (100.00)	*	0.31	6.80
6. Howrah and Calcutta ..	*	..	*	0.25 (100.00)	*	0.25	6.72
7. Indore	*	0.36 (100.00)	..	0.36	7.04
8. Kanpur	0.29 (100.00)	0.03	0.32	6.72
9. Madurai and Ramana-thapuram ..	*	0.22 (100.00)	*	0.22	5.00
10. Nagpur	0.35 (100.00)	..	0.35	7.14
11. Sholapur ..	*	0.11 (100.00)	..	0.11	3.29
12. Residual ..	*	..	0.01 (3.57)	0.28 (100.00)	0.01	0.29	6.54
13. All India ..	*	..	0.03 (7.69)	0.39 (100.00)	0.01	0.40	7.46

Note—Figures in brackets are percentages to total in col. (11)

*Indicates less than Re. 0.005.

It would be seen from the above figures that nearly 98 per cent. of the total expenses incurred on social security measures were those which were legally required and only about 2 per cent. were those which were incurred voluntarily. Non-obligatory expenses were almost insignificant in all the centres except Bangalore where they were even more than the obligatory expenses. The reason was that in one of the very big mills covered in this centre the management was contributing each half year $7\frac{1}{2}$ per cent. of earnings of those employees who were members of the Workmen's Gratuity Fund.

Of the amount spent on obligatory items, nearly two-thirds was accounted for by provident fund contributions. The proportionate share of other items was as follows: Employees' State Insurance Contributions 15.4 per cent., retrenchment compensation and gratuity payments awarded by Tribunals 7.7 per cent. each and lay off compensation 2.6 per cent.

8·2·7 *Subsidies*

Under this head expenses incurred by employers in providing various types of facilities and services to their employees and their family members were recorded. These include Medical and Health Care, Canteens, Restaurants and Other Food Services, Company Housing, Building Fund, Credit Unions and Other Financial Aid Services, Creches, Educational Services, Cultural Services, Recreational Services, Transport, Sanitation (at work places), Drinking Water Facility, Vacation Homes, etc. The amounts recorded were net payments made including depreciation but excluding capital expenditure.

In the course of the pilot Survey it was found that employers did not maintain separate records for the above mentioned items or the expenses incurred related not only to persons falling within the scope for the Study but also to others. Due to these limitations the field staff was asked to obtain estimates from employers, wherever separate data were not available. In case any expenses were incurred on workers covered by the study as well as on other employees, the amount was estimated on the basis of the proportion which the persons covered under the study formed to the total employees. The following Statement 8·5 presents the cost of subsidies per manday worked in various centres.

STATEMENT 8·5
Cost of Subsidies Per Manday Worked
(1959)

(In Rupees)						
Centre	Medical and health care	Canteens	Restaurant and other food services	Company housing	Creches	Cultural services
1	2	3	4	5	6	7
1. Ahmedabad	0·02 (40·00)	*	..	*	0·01 (20·00)	..
2. Ajmer and Jaipur	0·04 (57·14)	*	..	0·01 (14·29)	*	..
3. Bangalore	*	0·01 (25·00)	..	..	0·02 (50·00)	..
4. Bombay City and its Suburbs	0·01 (20·00)	0·01 (20·00)	..	*	0·01 (20·00)	
5. Coimbatore	0·01 (16·67)	0·03 (50·00)	..	*	0·01 (16·67)	*
6. Howrah and Calcutta	0·02 (40·00)	*	..	0·01 (20·00)	*	*
7. Indore ..	0·02 (20·00)	..		..	*	*
8. Kanpur ..	0·01 (14·29)	*	..	0·01 (14·29)	..	*
9. Madurai and Ramanathapuram	0·02 (25·00)	0·01 (12·50)	..	0·02 (25·00)	0·01 (12·50)	*
10. Nagpur	0·01 (12·50)	0·03 (37·50)	..	..	0·01 (12·50)	*
11. Sholapur	0·01 (25·00)	0·01 (25·00)	..	..	0·01 (25·00)	*
12. Residual	0·02 (25·00)	0·01 (12·50)	*	0·01 (12·50)	0·01 (12·50)	*
13. All India	0·02 (33·33)	0·01 (16·67)	..	*	0·01 (16·67)	*

NOTE—Figures in brackets are percentages.

* Denotes that expenditure was less than Re. 0·005.

STATEMENT 8.5—*contd.*

(In Rupees)

Centre	Recrea- tional services	Transport	Sanitation	Drinking water	Building fund, credit unions, educational services, vacation homes, other family services, etc.	Total	Percentage of subsidies cost to total labour cost
	8	9	10	11	12	13	14
1. Ahmedabad	*	..	0.01 (20.00)	0.01 (20.00)	*	0.05 (100.00)	0.75
2. Ajmer and Jaipur ..	..	..	0.01 (14.29)	0.01 (14.28)	*	0.07 (100.00)	2.34
3. Bangalore	*	*	0.01 (25.00)	*	*	0.04 (100.00)	0.83
4. Bombay City and its Suburbs ..	*	*	0.01 (20.00)	0.01 (20.00)	*	0.05 (100.00)	0.76
5. Coimbatore	*	..	0.01 (16.66)	*	*	0.06 (100.00)	1.31
6. Howrah and Calcutta ..	*	*	*	*	0.02 (40.00)	0.05 (100.0)	1.35
7. Indore ..	*	..	0.04 (40.00)	*	0.04 (40.00)	0.10 (100.00)	1.96
8. Kanpur ..	0.01 (14.28)	..	0.04 (57.14)	*	*	0.07 (100.00)	1.47
9. Madurai and Ramanatha- puram ..	*	*	0.01 (12.50)	*	0.01 (12.50)	0.08 (100.00)	1.82
10. Nagpur ..	*	..	0.02 (25.00)	*	0.01 (12.50)	0.08 (100.00)	1.63
11. Sholapur	*	..	0.01 (25.00)	*	*	0.04 (100.00)	1.20
12. Residual	*	*	0.01 (12.50)	0.01 (12.50)	0.01 (12.50)	0.08 (100.00)	1.80
13. All India	*	*	0.01 (16.66)	*	0.01 (16.67)	0.06 (100.00)	1.12

NOTE—Figures in brackets are percentages.

*Denotes that expenditure was less than Re. 0.005.

Expenses on account of subsidies formed only Re. 0.06 or 1.12 per cent of the total labour cost (Rs. 5.36) in the industry as a whole. Medical and Health Services accounted for nearly one-third of the total expenditure under the head subsidies. The balance was shared equally by Canteens, Creches, Sanitation and the items like Educational Services, etc.

8·2·8 *Direct Benefits*

The amounts recorded in this group related to cash payments made by managements to their employees on such occasions as marriage or birth of children of their employees or in connection with funeral expenses. Statement 8·2 would show that such payments were quite insignificant and were reported from a few factories in some of the centres only.

8·2·9 *Payments Related to Labour Cost*

Expenses recorded under this group related to cost of recruitment, vocational training, recruitment examination, apprenticeship and training facilities and on-the-job medical facilities. It would be seen from Statement 8·2 that expenses under this group were insignificant at the all India level. Wherever reported, the expenses almost entirely related to on-the-job medical services and apprenticeship or training facilities.

8·2·10 *Others*

Under this head only those expenses which could not be grouped under any of the other heads or sub-heads were recorded. Statement 8·2 would show that these other items amounted to Re. 0·01 out of total labour cost of Rs. 5·36 per manday worked or 0·18 per cent. of the total cost. The amount recorded related generally to pay, etc., of Labour or Welfare Officers appointed by the factories and sweets, clothes, etc. distributed to workers on important festivals and uniforms supplied to watch and ward staff.

CHAPTER IX

SUMMARY OF CONCLUSIONS

From statistics collected in the course of the present Survey it is estimated that on 31st December 1959 the total employment strength of cotton textile factories was 10·09 lakhs in the entire country. Of these, only a negligible proportion were outside the scope of the Factories Act and all of them were other than production workers. The analysis of employment strength according to broad occupational groups shows that 'Production and Related Workers (including Supervisory)' constituted the bulk, accounting for nearly 92 per cent. of the total. 'Clerical and Related Personnel' and those in the group 'Watch and Ward and Other Services' accounted for 3·6 and 3·5 per cent. respectively. The rest were 'Professional, Technical and Related Personnel' or 'Administrative, Executive and Managerial Personnel'.

The working force of the industry consisted predominantly of men (93%) and women formed nearly 7 per cent. of the total. Child labour was almost non-existent. There has been an obvious decline in the proportion of women since the time of the Labour Investigation Committee when they formed nearly 11 per cent. of the total workers. The proportion of women was much higher in centres in South India. Almost 95 per cent. of women were employed on production or related processes. There was a wide variety of jobs on which women were employed but the most common were reeling and winding.

About 59 per cent. of production workers in the industry were time-rated. Although about 7 per cent. of the factories employed contract labour the proportion of such workers was negligible.

Information collected concerning employment status shows that 69 per cent. of production workers were permanent, 20 per cent. were *badli* and about 8 per cent. were temporary. The rest were either probationers, casuals or apprentices. A study of length of service and labour turnover of production workers employed direct reveals a fair amount of stability of the working force in the industry. Nearly 58 per cent. of the workers had 5 or more years' service to their credit and nearly 26 per cent. had been in service for over one but below 5 years. The labour turnover rate was of the order of 1·5 per cent. in the industry as a whole. The absenteeism rate ranged between 10 per cent. (Howrah and Calcutta) and 27·3 per cent. (Nagpur). In the country as a whole it was 14 per cent.

The predominant system of engaging workers in the industry was direct recruitment at the factory gate. This system accounted for nearly 63 per cent. of the total employed on 31st December 1959. The system of engaging workers through intermediaries was found to be persisting in some of the centres. A note worthy development since the Labour Investigation Committee conducted the enquiry is the introduction of decasualisation schemes in three of the most important centres of the industry viz., Ahmedabad, Bombay and Sholapur.

There have been significant changes in the Wage structure in about all the centres of the industry since 1944-45. In many of them wages have been standardised. At the time of the Survey the minimum rate of pay (i.e., basic wage plus dearness allowance) varied considerably from centre to centre. Generally speaking, the rates were the lowest in Madurai and Ramanathapuram (usually Rs. 1.50 per day) and the highest in Ahmedabad (mostly Rs. 4.79 per day). It was generally noticed that the rates of pay were quite low in small factories as compared to larger ones in almost all the centres. Except for some small factories, everywhere there was no discrimination between men and women in matters of pay. Women were generally being paid the same pay as men doing the same job.

In December 1959 the average daily earnings of workers in cotton textile factories in the entire country worked out to Rs. 4.80. Among the different centres the earnings were the highest in Ahmedabad (Rs. 6.10) and the lowest in Ajmer and Jaipur (Rs. 2.94). The average daily earnings of "production workers" was Rs. 4.51. Data collected regarding the earnings of lowest paid workers show that the minimum daily earnings were the highest in Ahmedabad (Rs. 4.72) and the lowest in Madurai and Ramanathapuram (Rs. 1.75).

Basic earnings (i.e., basic wage and dearness allowance wherever paid separately) constituted nearly the whole of the earnings of workers, accounting for at least 96 per cent. of the total. The percentage of factories paying a separate dearness allowance varied from centre to centre and ranged from 100 in Indore to 9 in Sholapur. Excepting W. Bengal, where payment was made at a flat rate, everywhere differing proportion of factories were paying dearness allowance linked to Consumer Price Index Numbers. In the country as a whole about 38 per cent. of the factories paid a separate dearness allowance. Of these, in nearly 68 per cent. the payment was on the basis of Consumer Price Index Numbers, in 7 per cent. at rates varying according to income groups, in 17 per cent. at flat rates and in the rest on varying basis. Very small proportion of factories paid other allowances and even where paid, the benefit was enjoyed only by a very limited number of workers.

The system of paying year-end, festival, or *ex-gratia* bonus was quite common in the industry. At the time of the Survey nearly 40 per cent. of factories were making such payments.

Nearly 37 per cent. of the factories worked three shifts and about 15 per cent. two shifts and the rest one shift. Generally one-shift system was in vogue in small factories. The daily hours of work of adult workers in approximately 87 per cent. of the factories were 8. Nearly 38 per cent. of the factories in the country had night-shifts. Except for a few, all of them had a regular system of changeover after a certain fixed interval. More or less everywhere night shift workers enjoyed the benefit of reduced hours of work. Of the factories working night shift, nearly 13 per cent. supplied free tea to night shift workers. Very few factories paid additional allowance to those working in night shifts.

Though the law prescribes reduced hours of work for children but it was found that in almost every factory employing children this restriction was being overlooked. The Survey also shows that some of the small factories in Bangalore, Bombay City and its Suburbs, Nagpur, Sholapur and the Residual Group were not observing the timings of work properly.

Nearly 86 per cent. of the factories were found to have isolated dusty processes and some of them had taken additional measures for protecting workers against dust or fume hazards.

About 83 per cent. of the factories had provided latrines but the percentage of establishments providing urinals was as low as 53. Nearly one-third of the factories employing women had not made separate arrangements for them as required by law. Inadequate sanitary arrangements were noticed in nearly 42 per cent. of the factories. The worst centres in this respect were reported to be Bangalore and Nagpur. Unsatisfactory conditions were noticed in majority of the factories in Ahmedabad and Howrah and Calcutta.

Though there is a statutory provision for the grant of annual leave with pay to workers, the Survey shows that only about 59 per cent. of the factories were giving this benefit. The default was considerable in Sholapur, Bangalore and the Residual Group. Violation of the law in this regard was mostly being done by small establishments. However, the Survey results show that nearly 80 per cent. of the workers enjoyed annual leave during 1959.

Approximately 27 per cent. of the factories had also a system of granting casual leave. But, except for a few cases, the benefit was limited to only certain groups of workers e.g., technical, administrative or clerical staff. Some of the factories not covered under the Employees' State Insurance Scheme had a system of granting sick leave. A few factories, though covered under the Scheme, were found to be granting sick leave to those employees who were not covered by the E.S.I. Scheme. The overall percentage of such factories was 20. However, the benefit was not extensive as it covered only some limited categories of employees. The system of granting national or festival holidays with pay was found to be prevalent in all the centres of the industry but the percentage of factories granting them varied from 6.4 in Sholapur to 100 in Ajmer-Jaipur, Coimbatore, Howrah and Calcutta, Indore, Kanpur and Madurai-Ramanathapuram. Majority of factories granted 5 to 10 holidays in a year.

Except for a very small percentage of factories, all others were found to have made arrangements for the supply of drinking water. Defaulters were invariably small establishments. The percentage of factories providing washing and bathing facilities was 70 and 20 in the entire country. Canteen facilities existed in nearly 88 per cent. of the factories employing over 250 workers. Approximately 36 per cent. of the canteens served meals as well. The Survey results indicate that about one-fifth of the canteens were not being maintained in hygienic conditions. Quite a high proportion of factories under a statutory obligation to maintain creches had done so but the standard of arrangements made varied considerably.

The Survey results show that nearly one-fourth of the factories were ignoring the law concerning first-aid boxes. It is estimated that about 38 per cent. of the factories provided recreation facilities, the nature of which varied considerably. Only about 7 per cent. of the factories were running schools for the benefit of workers' children.

A heartening feature revealed by the Survey is the growth of co-operative societies in cotton textile factories. In the country as a whole nearly one-fifth of the factories had such societies.

Approximately 27 per cent. of the factories had provided housing accommodation to their employees but the proportion of workers housed was only about 6 per cent. The houses provided were predominantly one-room tenements.

At the time of the Survey nearly 35 per cent. of the factories had provident funds and about 76 per cent. of the workers in the industry were members of such funds. This extensive nature of the benefit enjoyed by workers was obviously due to the enactment of the law on the subject as roughly 97 per cent. of the factories having such funds, had instituted them only after the law was put into force. The system of paying pension was not much in vogue but it is estimated that nearly one-fifth of the factories in the country were paying gratuity to their employees.

The information collected shows that trade unionism had developed in varying degrees in the different centres of the industry. The percentage of factories where workers were members of trade unions ranged from 22 in Sholapur to cent. per cent. in Ajmer-Jaipur, Indore and Kanpur. The estimated percentage of workers who were members of trade unions varied from 41 in Howrah and Calcutta to 82 in Bangalore. In the country as a whole workers of nearly 56 per cent. of the factories were members of trade unions and about 66 per cent. of the total workers in the industry were unionised. By and large the main activity of the unions was securing of claims of workers under various labour Acts but about 37 per cent. were providing relief to distressed members and roughly one-sixth were devoting attention towards recreation or welfare of their members.

Barring Sholapur, Howrah and Calcutta everywhere all factories employing 100 or more workers had framed Standing Orders. In fact in many centres some of the establishments employing even less than 100 workers had framed such orders. The position was not found to be so good in the case of Works or Joint Committees. It is estimated that only about 39 per cent. of the factories under a statutory obligation had constituted such committees.

Except for the provisions contained in the Standing Orders, wherever they had been framed, none of the factories surveyed were found to have prescribed any definite procedure for the redress of grievances of their employees.

Information pertaining to labour cost, collected in respect of workers receiving less than Rs. 400 per month, shows that, during 1959 the labour cost per manday worked in the industry as a whole was Rs. 5.36. It was the lowest in Ajmer-Jaipur (Rs. 2.99) and the highest in Ahmedabad (Rs. 6.65). The major component of the labour cost was "Wages" which accounted for 88.6 per cent. of the total. Obligatory social security contributions such as provident fund, contributions to the Employees' State Insurance Corporation, retrenchment or lay off compensation constituted the next important element and accounted for nearly 7.3 per cent. of the total. "Bonuses" were next in the order forming about 2 per cent. of the total. Expenses incurred by employers on provision of subsidy services, e.g., medical and health care, canteens, company housing, creches, sanitation at work places, drinking water facilities, accounted for only about 1 per cent. of the total. The share of other items was negligible.

APPENDIX

A BRIEF NOTE ON THE SAMPLE DESIGN AND THE METHOD OF ESTIMATION ADOPTED

1. *Sample Design*

For the Survey of Labour Conditions, a stratified sampling design with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Units in each industry/regional stratum were divided into two size-groups i.e., upper and lower. The cut-off point used for the classification of units into two size groups was the same as used for the Wage Census conducted by the Bureau in 1958-59.

In regard to sample size, it was thought that a sample of 25 per cent. from upper size group and 12½ per cent. from the lower size group would yield reasonably good results. However, the experience of earlier Surveys had shown that in view of non-availability of up-to-date frames, quite a large number of sampled establishments were found to have ceased functioning or to have changed the line of production when they were visited. In order to safeguard against undue shrinkage of the sample size due to such contingencies, it was decided to enlarge the sample size suitably in the light of the experience of the Wage Census conducted by the Bureau and on the basis of a study of closures of establishments in the past few years as revealed from the annual list of registered factories. In the case of cotton textile factories the sampling fraction thus ultimately adopted was 33·3 per cent. for upper size factories in Coimbatore, Madurai-Ramanathapuram, Bombay City and its Suburbs, Sholapur, Nagpur, Kanpur and the Residual Group, and 25 per cent. for other centres. As regard lower size, the sampling fraction was cent. per cent. in Indore and Ajmer Jaipur, 25 per cent. in Bombay City and its Suburbs and Madurai-Ramanathapuram, 20 per cent. in Howrah and Calcutta, Kanpur, Ahmedabad and Sholapur, 16·7 per cent. in Coimbatore, Nagpur and the Residual group and 12·5 per cent. in Bangalore.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Cotton textile factories was the list of Registered Factories for the year 1958 in respect of all States except Mysore and Madhya Pradesh in whose case it was least for the year 1957.

2. Method of Estimation

In the course of this Survey, various characteristics were studied, some of which were correlated with employment whereas there were others which were not so correlated. Consequently, slightly different methods were used for working out estimates for these two cases. For estimating the totals of those characteristics which are highly correlated with employment such as absenteeism, labour turnover, earnings, labour cost, ratio of total employment was used as the blowing up factor. On the other hand, for estimating the totals of those characteristics which are not directly correlated with employment such as, daily hours of work, units levying fines, etc., the ratio of units was used as the blowing-up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

In any stratum the estimate for the total of X—characteristics not correlated with employment is given by

$$X = \frac{N_U - N'_U}{n_U - n'_U} \sum_i X_{iU} + \frac{N_L - N'_L}{n_L - n'_L} \sum_i X_{iL}$$

The summation extending over all the sampled units surveyed in the stratum

- Where **X** = the estimated total of the X—characteristics for a particular stratum;
- N_U and N_L = the number of units in the original population as featuring in the 1958 list, which was used as frame in the upper and lower size groups respectively of the stratum concerned;
- N'_U and N'_L = the number of units which featured in the 1958 list but were not featuring in the latest available list nearest to the period of survey in the upper and lower size groups respectively of the stratum concerned;
- n_U and n_L = the total number of units in the sample (from 1958 list) in the upper and lower size groups respectively of the stratum concerned;
- n'_U and n'_L = the number of sampled units, which were found at the time of the survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum concerned;
- X_{iU} and X_{iL} = the total number of X—characteristic in the i th sample unit of the upper and lower size groups respectively of the stratum concerned.

The totals for an industry were obtained by summing up the totals obtained on the basis of the above formula for each one of the strata of the industry.

In any stratum the estimate for the Y—characteristic correlated with Employment is given by

$$Y = \frac{E_{N_U} \dots N'_U}{E_{n_U} \dots n'_U} \sum_i Y_{iu} + \frac{E_{N_L} \dots N'_L}{E_{n_L} \dots n'_L} \sum_i Y_{il}$$

The summation extending over all the sampled units surveyed in the Stratum

Where Y = the estimated total of the Y—characteristic for a particular stratum.

$E_{N_U} \dots N'_U$ and $E_{N_L} \dots N'_L$ = the total employment in 1958 in the $N_U \dots N'_U$ and $N_L \dots N'_L$ units respectively.

$E_{n_U} \dots n'_U$ and $E_{n_L} \dots n'_L$ = the total employment in 1958 in $n_U \dots n'_U$ and $n_L \dots n'_L$ sampled units respectively.

Y_{iu} and Y_{il} = the total number of Y—characteristics in the i th sample unit of the upper and lower size groups respectively of the stratum concerned.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formula for each one of the strata of an industry.

